

BIRD'S NEPONSET REVIEW

VOLUME 23 -1935

AXEL H. ANDERSON

Secretary - Treasurer



BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXIII NO. I

FEBRUARY 1935



Established 1795

BIRD & SON, inc.

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

Officers

Chairman of the Board, PHILIP R. ALLEN

Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

Vice-Presidents,

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GEORGE R. WYMAN

PHILIP H. BAILEY

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AXEL H. ANDERSON

PHILIP H. BAILEY

ELMER H. BARTLETT

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ALLEN H. RUSSELL

H. EUGENE SAWYER, JR.

GEORGE R. WYMAN

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Treasurer and Comptroller, A. H. ANDERSON

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, W. C. AHLGREN

Purchasing and Traffic Agent, A. H. RUSSELL

Assistant Purchasing and Traffic, M. J. HAWKINS

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Director of Research, E. M. LINES

SALES

Director of Sales, R. C. FLOYD

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Assistant Sales Manager, W. E. HICKS

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Eastern Division, W. E. HALE

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Sales Manager Box Division, C. H. ANDREWS

Sales Manager Carton Division, A. M. CLAFFEE

Bird Floor Covering Sales Corporation

(Subsidiary Company)

President and Sales Manager, H. E. SAWYER, JR.

Manager Western Division, R. W. WESTCOTT

MANUFACTURING

Director of Manufacturing, C. W. CONRAD

Assistant to Director of Manufacturing, P. N. HILLS

General Superintendent Paper, Box and Carton Divisions,

R. A. WILKINS

Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Assistant Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, R. L. TUPPER

Superintendent Carton Division, W. S. JACKSON

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Superintendent Western Roofing Division, J. G. YOUNG

Assistant Superintendent, J. F. MATCHA

Chief Chemist, ERICH GACH

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., MINNEAPOLIS, MINN., KANSAS CITY, SOUTH KEARNY, N. J.

Flooring Warehouses

ALLENTOWN, BOSTON, BROOKLYN, CHARLESTON, CINCINNATI, CLEVELAND, COLUMBIA, DALLAS, DENVER, DETROIT, EAST WALPOLE, GRAND RAPIDS, GREEN BAY, HARTFORD, HOUSTON, INDIANAPOLIS, MILWAUKEE, NEW HAVEN, OMAHA, PEORIA, PHILLIPSDALE, PITTSBURGH, PORTLAND MAINE, RICHMOND, SAN ANTONIO, SOUTH KEARNY, SPRINGFIELD MASS., ST. LOUIS, ST. PAUL, WORCESTER

BIRD'S NEPONSET REVIEW

VOL. XXIII

FEBRUARY, 1935

No. 1



PHILIP R. ALLEN, *Chairman of the Board.*



CHARLES SUMNER BIRD, JR., *Vice-Chairman of the Board.*

Changes in Our Organization

Younger Men Come into Active Management of the Business as Older Executives
Take Up Advisory Work

PHILIP R. ALLEN, Chairman of the Board of Directors; Charles Sumner Bird, Jr., Vice-Chairman; Benjamin H. Roberts, President; Richard C. Floyd and Charles W. Conrad, Vice-Presidents; and Axel H. Anderson, Secretary-Treasurer—these are the new directing officers of our company.

They head the list of a number of changes in personnel announced at a Supervisory Group meeting on January 7. In announcing the changes Mr. Allen stated that two years ago plans were made for putting the younger men into active management of the business, releasing the older men for advisory and consulting work. These changes were

in line with that policy.

"Last year," he said, "Mr. Bartlett and Mr. Wyman relinquished their executive work for advisory work. They have both done as good a job as advisers as they did as executives; *we* have had the benefit of their long experience and *they* have had the freedom from daily routine work which, after their long service, they so richly deserve. Now, as we start the new year of 1935, continuing that same plan, others are going on to consulting work, giving up their active routine duties to the younger men. At the Director's meeting this morning, I asked the Directors to approve the next step in our plans, namely, that

Philip H. Bailey, Vice-President, give up his position as General Sales Manager, but continue on consulting work. F. H. Hird, while continuing as the head of the Special Paper Sales Division, goes on part time work, and I go with them on the same plan, as Chairman of the Board of Directors.

"I can describe these changes best by talking baseball; you doubtless have heard me use this term before. We are simply changing the line-up for a new season. These changes represent the logical, natural result of trying to pick the best men for different places on the team.

"You have had for a number of years one man who was both Captain



BENJAMIN H. ROBERTS, President

and Manager—President and Chairman of the Board. He never wanted both jobs or intended to hold them except for a short time, and of the two jobs he liked the playing job of Captain best. Now it seems best for him to let the younger men who have more speed play the game while he joins the others on the bench.

"We, the older men, are going to be pretty independent, sitting on the bench or in the bleachers. We may at times go off and watch other 'teams' play and possibly get some new ideas that will help our 'team', helping them with our advice and giving them our best co-operation.

"I am sure I can speak for this whole group in extending our best wishes and backing to Mr. Roberts and his associates in the active management of this business."

The announcement at the Supervisory Group meeting included the following changes:

Mr. Allen retains his position as Chairman of the Board and head of the company, but relinquishes to Mr. Roberts his duties as President and Manager. Mr. Bird, who was one of the three members of the old partnership previous to the War, and who has been a director since the incorporation of the business, now becomes Vice-Chairman.

Our new President, Mr. Benjamin H. Roberts, has been with Bird & Son, inc. since 1921. He came originally from Eureka Springs, Arkansas and attended Washington University, St. Louis, Missouri, graduating from there with a degree in Electrical Engineering in the year 1917. Until 1919, he served overseas in the United States Army Air Corps and

the two years following was engaged in engineering work. He came to us in September 1921 as Plant Engineer at the Chicago Roofing Plant and one year later was made Superintendent of our Chicago Plant. In 1927 he became Manufacturing Manager of the Chicago Division and held that position until transferred to East Walpole in 1930, as Staff Engineer. Upon the retirement of Mr. Wyman from active duty in August, 1933, he was appointed Manufacturing Manager and held that position until his recent appointment to the Presidency.

Mr. Richard C. Floyd, formerly Executive Assistant to the President, is Vice-President and Director of Sales. He was born in Brookline, Mass. and received his education in the public schools of that town and later attended Harvard College and the Harvard Graduate School of Business Administration. In September 1911 he came with Bird & Son, working for a time in the mill, later transferring to the Sales Department. In 1914, he became Assistant Sales Manager of the Eastern Roofing Division, and in 1916 was made Sales Manager of that division.

During the War he served overseas as Captain in the Chemical Warfare Service, and shortly after returning became Assistant to the Vice-President, Mr. Allen. When Mr. Allen became President in 1927, he became Assistant to the President. In August, 1933, he was made Executive Assistant to the President, and in June, 1934 was elected Vice-President and Director of the Company.

While in college he was very active in sports, particularly in Track. He now is a member of

CHARLES W. CONRAD, Vice-President and Director of Manufacturing.



RICHARD C. FLOYD, Vice-President and Director of Sales.

several different athletic organizations and committees, including the Olympic Track and Field Committee and the Advisory Committee of the Intercollegiate Association of Amateur Athletics of America. He is President of the Harvard Varsity Club. Twice he has been elected Manager of the Olympic Track Team, but refused the honor because of business. He is equally prominent in civic affairs, holding several offices on town committees, including the School Committee and the Finance Committee, and serving as a member of the Board of Directors of two banks.

Three new members were elected to the Board of Directors on January 7—Mr. Charles W. Conrad, Director of Manufacturing, Mr. Allen H. Russell, Purchasing Agent and Mr. Benjamin D. Rogers, Director of Personnel.

Mr. Conrad was appointed Vice-President and Director of Manufacturing, filling the post left vacant by Mr. Roberts. Mr. Conrad was born in Fennimore, Wisconsin and graduated from the University of Texas in 1909. He held a position with the Canadian Water, Light and Power Company after graduation and in 1913 was a member of the engineering force of the Smoke Abatement and Electrification Committee of the Chicago Association of Commerce. In 1915 he became plant engineer at the Eddystone Rifle Plant of the Midvale Steel and Ordnance Company, Eddystone, Pennsylvania, and was Superintendent of the Eddystone Rifle Storage Plant operated by the government during the War. Just previous to coming with Bird & Son in 1920 he



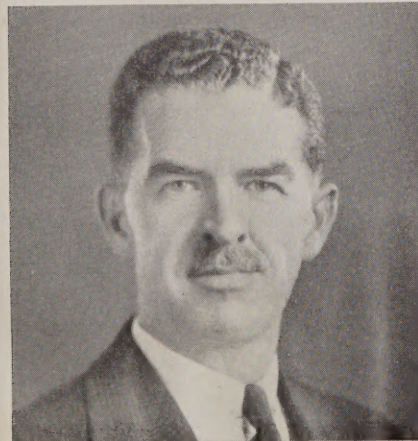
AXEL H. ANDERSON, *Secretary-Treasurer.*

was for a short time Plant Engineer at the Amalgamated Leather Company of Wilmington, Delaware. After being with us for ten years as Plant Engineer he became General Superintendent of the East Walpole Mills in December, 1930. He is a member of the American Society of Mechanical Engineers, the Providence Engineering Society and an honorary member of the Plant Engineers' Club of Boston.

Mr. Axel H. Anderson, Secretary-Treasurer, was educated in the public schools of Manchester, Conn., and followed special studies on accounting in Hartford, Conn., Columbus, Ohio, and Orange, N. J.

He was employed in Newark, New Jersey, with the Pope Motor Car Company of Hartford, Conn., and Westfield, Mass. Previous to joining Bird & Son he spent four years with Cheney Brothers of Manchester, Conn., on production work. In 1918 he came to East Walpole as Auditor, later becoming Office

BENJAMIN D. ROGERS, *Director and Director of Personnel*



Manager and Comptroller. On the retirement of Mr. H. H. Miller in 1930, he was elected to his present position of Secretary-Treasurer and Director.

He is very much interested in civic affairs, having been a member of the Board of Selectmen and the Finance Committee of the Town of Walpole, and he is at present serving as Commissioner of Trust Funds of Walpole. He is a Vice-President and member of the Board of Trustees of the Norwood Hospital, and serves on the Executive and Finance Committees of that organization. He is a Director of the Walpole Trust Company, the Secretary, Treasurer and a Director of the Bird Machine Company, and is also on the directorate of various other corporations.

Mr. Russell, one of our new Directors, was born in West Newbury, Mass., and graduated from Williams College in 1900. For five years following he was connected with the office of the General Electric Company in Lynn, doing work in a number of departments and getting valuable experience. In July, 1907, he came to Bird & Son as head of the Cost Department. In 1915 he was transferred to the Planning Department, and in 1921 was appointed Purchasing Agent.

Mr. Benjamin D. Rogers, the third new Director, was born and educated in Bethel, Vermont, graduating from the Whitcomb High School in 1906. He came to Bird & Son in January, 1907, as a laboratory assistant for three years, and later as assistant to Mr. C. S. Bird, Jr. in the Paper Mill. In 1912 he worked in the Planning Department on standards, and in 1913 when the Labor Bureau was organized, he was put in charge of the Employment Office. In 1915 he was made Manager of the Labor Bureau, reporting directly to the President ever since. Mr. Rogers has been very active in community affairs. For several years he has been a member of the Walpole School Committee; he is a Trustee of the Norwood Hospital, a Director of the Walpole Trust Company and the Walpole Cooperative Bank. During the past twenty-five years he has held various offices in our employee associations.

Mr. Ralph A. Wilkins was appointed General Superintendent of the Paper, Box and Carton Divisions—Mr. Conrad's former position. Mr. Wilkins was born in Salem,



ALLEN H. RUSSELL, *Director and Purchasing Agent*

Mass. in 1897 and graduated from the University of Maine in 1919. During his Junior and Senior years at College he became interested in paper making while working summers at the Eastern Manufacturing Company Paper Mill in Bangor. Following graduation he entered the research laboratories of the National Aniline Company of Buffalo, remaining there six months, and then returning to the paper mill at Bangor, first as research chemist, and later foreman in charge of the beater room.

From December 1920 to February 1921 he was sent by the company to Germany to investigate a special waterproofed paper developed by the Germans during the War. This trip was made with Mr. John G. Callan, who is now Professor at the Harvard Business School, and together they spent three months in Germany, France and Belgium studying the most modern developments

RALPH A. WILKINS, *General Superintendent Paper Box and Carton Divisions.*





JOHN J. BURKE, *Assistant Superintendent Paper Division.*

in the paper industries of those countries.

In 1922 and 1923 he taught paper making at the University of Maine, and in September, 1923, joined Bird & Son as Assistant Superintendent in the Paper Mill. In December, 1930, he became Paper Mill Superintendent.

The new Assistant Paper Division Superintendent is John J. Burke, a Walpole man. He graduated from the Walpole High School in 1915 and came to Bird & Son as office boy in September of that year. Later he went into the Planning Department as a clerk, and during 1917 to 1919 served overseas as a private in the 101st Engineers. In 1921 he went on to inspection work, and in July, 1923, was made foreman of the Beater Room. Upon the retirement of Mr. Schaier in 1930, he became foreman of both the Beater Room and the Paper Machines.

Mr. Joseph A. Sheehan was appointed Plant Engineer. Mr. Sheehan

JOSEPH A. SHEEHAN, *Plant Engineer.*



received his education in the Norwood Public Schools and at Lowell Institute. In 1915 he entered the employ of Bird & Son at the Roofing Plant, later transferring to the Maintenance Division at East Walpole. In 1916 he was assigned to the Manufacturing Manager's office. He served with the Marines in France during the War and returned to Bird & Son in 1919 as Assistant to the Plant Engineer, in charge of Maintenance at East Walpole. He is an associate member of The American Society of Mechanical Engineers and a Member of the Plant Engineers' Club of Boston.

Mr. Philip Bailey's retirement made vacant also the position of Roofing Sales Manager, and to fill this important post, Mr. Eli Chamberlain, Superintendent of the Roofing Mill, was chosen. Mr. Chamberlain was born in Lynn, Mass. and attended the Lynn English High School and the Worcester Polytechnic Institute. Before coming with Bird & Son he was engaged in cost work at the General Electric Plant in Lynn. He joined Bird & Son's planning department in July, 1916, saw service during the War, and in November, 1920, went to the Roofing Plant as Superintendent.

Milton R. Beasley, formerly chief Chemist of the Roofing Laboratory was appointed to the Superintendency of the Roofing Plant. Mr. Beasley was born in Rochester, New York in 1902 and before being associated with us was a foreman with the Barrett Company of Everett, Mass. He is a graduate of the Chemical Engineering Division of the Northeastern University Evening School. He came to Bird & Son in 1922 working at the Roofing Plant, transferring a short time later to the laboratory where he became Chief Chemist in January, 1928.

To the place of Chief Chemist, left vacant by Mr. Beasley, Mr. Frank P. Reynolds has been appointed. Mr. Reynolds was born in Malden, Mass. and graduated from M. I. T. in 1920 with a Bachelor of Science degree. The four years following graduation he spent with the U. S. Rubber Company on Production Engineering work. In November, 1924, he came to our Flooring Plant as foreman, and in 1928 joined the research laboratory staff. In September, 1933, he became research chemist in the Roofing Labo-

ratory and has held that position until his recent advancement.

Teletype Service

BETWEEN our East Walpole and Chicago offices we now have the most modern teletype service which gives us direct communication between the two points twice daily.

At 11:00 A. M. and 3:30 P. M. contacts are made and all messages of importance are sent. This takes the place of almost all telegraph and telephone communication and permits messages of great length to be delivered very economically. Con-



ELI L. CHAMBERLAIN, *Roofing Sales Manager.*

tacts can be made also at other times during the day if there are any messages of special importance.

The new machine which is located in our Stenographic Department is fascinating to watch. A special typewriter receives or sends the electrical impulses, and the receiving machine automatically types out the message onto a "ticker tape" which can quickly be pasted on to a telegram form and delivered.

When the Alarm Clock

rings tomorrow morning, 11,123 persons in the United States would stay in bed if they had any inkling of the fact that some time during the day they would meet with an accident. Among them 243 persons will never hear the alarm ring again. It's sad, but true. What do you say, let's both be more careful.

—Ripco Ripples.

Benefit Association Growing

AN increase in membership of 206 as reported by the Secretary at the annual meeting of the Employees' Mutual Benefit Association held at the East Walpole Brigade room on Tuesday, January 8th.

Attendance was larger than usual and considerable interest was shown in balloting for the 1935 officers. In some offices it was necessary to take as many as four or five votes before one candidate received the necessary majority.

Elections resulted as follows:

President, Joseph A. Sheehan.
Vice-President, Howard F. Everett.
Secretary, Albert W. Smith.
Treasurer, John J. Linnehan.

Investigating Committee: Edward Raghty, Roofing Plant; Bethel Chandler, Hospital; Frank Whitehead, Main Mill Maintenance; Lyman Small, Flooring Plant, and J. White, No. 1 Box Shop. Mr. White replaces Mr. Maitland of the Maintenance Department who has served most faithfully on this committee for seven years.

Nominating Committee: Frank Massey, Paper Mill; Jesse King, Main Mill Maintenance; and Guy Hoyt, No. 2 Box Shop.

The annual reports were read, showing that the Association had had an active year. Two hundred twenty-three cases received benefit, even of them getting the full twenty-six weeks' benefit. There were three deaths during the year.

It was voted to take out again a corporate membership of \$100 at

the Norwood Hospital for the year 1935. The Association has since received an acknowledgement from the hospital and a cordial invitation from the President for all members to visit the Hospital.

Below is reprinted the Treasurer's report as given at the Annual Meeting:

ANNUAL REPORT OF TREASURER DECEMBER 31, 1934

Receipts

Cash balance December 31, 1933	\$ 3,354.63
Dues Paid	15,826.20
Contributions	19,733.25
Interest	2,893.58
Dividend on Insurance Premiums	11,646.16
Entrance Fees	315.00
Refund of Insurance Premiums	15.39
Refund on Sick Benefits	32.00
Republic of Cuba Public Works Bonds	580.00

\$54,396.21

Disbursements

Sick Benefits	\$12,705.00
Physicians' Fees	5,447.55
Insurance Premiums	24,306.82
Norwood Hospital	100.00
Expenses	102.03
Salaries of Officers	550.00
Refund of Dues	10.00
Bird & Son, inc. Outing	250.00
Republic of Cuba Public Works' Coupons Returned	55.00
Federal Land Bank Bonds	2,000.00
Bellows Falls Hydro-Electric Corp. Bonds	1,820.00
Interest on Bonds	44.06
Boston Five Cents Savings Bank	2,000.00
Dedham Institution for Savings	2,000.00
Norwood Trust Company	1,000.00
Walpole Trust Company	1,000.00
Bank Balances	1,005.35

\$54,396.21

Net Assets December 31, 1933

\$51,966.18

Net Assets December 31, 1934

64,127.04

Increase

Membership December 31, 1933

\$12,160.86

Membership December 31, 1934

1671

Increase

John J. Linnehan, Treasurer

Benjamin D. Rogers, Fin. Sec.



FRANK P. REYNOLDS, Chief Chemist, Eastern Roofing Division.

promise and no illusions. We can all look back to that time.

He had three months to go before he was to report, so he took a job in the machine shop of a coal mine. Then one day a piece of boiler section, weighing 500 pounds, dropped on his toes and he tumbled down in a heap.

Good-bye to his career, the boys thought, as they rushed to his side. You see, they liked this young fellow and all were pulling for him. Funny how the plant gang likes to see one of their number move on to better things. Almost invariably they feel that way.

What a tough break! No place in the Navy for a cripple; and such a nice kid too! But wait a minute. The boy got a bad jolt, of course, but examination showed he really wasn't hurt at all.

You see, there was a rule in that shop that the men wear safety shoes.

He is working for Uncle Sam now, down there at the U. S. Naval Academy, and for all I know he may have been in that news reel shot I saw the other night, which so vividly recalled the experience of this particular young man.

—The Safe Worker

At an employment agency was a bit of a wit, and he was preparing to gain a laugh at the expense of the next in the line.

"Where were you born?" he asked the man, a Scotchman.

"Glasgow," was the reply.

"Glasgow! Whatever for?" continued the funny one.

"I wanted to be near mother," said the other with devastating meekness.

Love a Parade

TO BORROW the line from the popular song, I love a parade.

When the news reels flash those stirring marching scenes from West Point or Annapolis, I must confess a thrill. For here is drilling at its best by the finest body of young men in the world. Yes, here is really poetry in motion.

A young chap had successfully passed his entrance exams to Annapolis. The world looked pretty bright, of course, for he was just at that age when life holds all

LTON R. BEASLEY, Superintendent Eastern Roofing Division.





Suggestion Prize Winners, and the members of Executive Committee, present when the awards were announced at President Roberts' Office: Back Row: H. Anderson, B. H. Roberts, P. H. Bailey, G. Wyman, John H. White, Roofing Plant, and B. Rogers. Second Row: E. H. Bartlett, A. H. Hammond No. 1 Box Shop, Arsene Marchand No. 2 Box Shop, Samuel Hunter No. 1 Box Shop, Charles Chorlton Roofing Plant. In front, Hilton Taggart Roofing Plant and C. S. Bird, Jr. who presented the awards.

Best Suggestions of 1934

Mr. Bird Presents Checks to Lucky Winners at Meeting in President's Office

FIRST PRIZE of \$100 for the best suggestion of 1934 was awarded this year to John Howard, Slate Handling Department, at a special meeting held in President Roberts' office on Monday, January 28th. Mr. Howard's suggestion was for a method of screening slate. The idea has been found valuable not only at the point where he suggested using it, but at several places throughout the mill, and has resulted in a substantial saving in waste. Mr. Howard was also given an additional award of \$50.00 for this idea. As he is now in England on a leave of absence, the announcement of the award was made at the meeting and a check for the amount is being mailed to him.

Hilton Taggart, Roofing Machines, was the originator of the second best suggestion of the year. His idea, Change in Gum Strip Rolls at FBPM5, has enabled the company to make a substantial saving by using a less expensive grade of gum strip for starting the rolls. Because of the value of this idea, Mr. Taggart was given a special additional award of \$25.00.

A Chicago man, Clarence Reithofer, was awarded the \$25.00 prize for the third best suggestion of the year. This is the first time a Chicago suggestor has participated in the

annual awards. Mr. Reithofer suggested a special jig for grinding slitters after each run on the machine. He was awarded in addition a special award of \$15.00.

Three other suggestions received during the year have proven of exceptional value. Each suggestor was given a special award of \$10.00: Albert Hammond, Fibre Case Finishing, for his suggestion "Cut Side Flaps on Bread Display Cases on FXFM 21"; Samuel Hunter, Fibre Case Finishing, "New Throw-Out Latch, Bliss Stitchers"; and John H. White, Roofing Maintenance, "Reversible Feed Brush on Nail Filling Machine."

AWARDS FOR 1933 IDEAS

When reviewing the suggestions this year it was discovered that there were several suggestions entered in 1933 which had shown unexpected, large savings during 1934. The Suggestion Committee is pleased to announce the following awards on these valuable ideas:

\$50.00 to John H. White, Roofing Maintenance, for his suggestion, "Improved Connecting Rod, FBPM1."

\$25.00 to Charles Chorlton, Jr., Roofing Maintenance, for an "Improved Slitter Holder."

\$25.00 to Arsene Marchand, Shoe Carton Department, for his sug-

gestion, "Make and Use Furniture for the Same Form Only."

In the absence of Mr. Allen, Mr. Bird presented the awards this year in the presence of the Executive Committee.

\$100,000,000 of Life Insurance

MORE THAN \$100,000,000 worth of Savings Bank Life Insurance is now in force in this state. Last year the Savings Banks showed greater net gain in ordinary life insurance in force on the lives of Massachusetts people than any company operating in this state. The statements give real confidence and satisfaction to the many Bird & Sons workers who carry Massachusetts Savings Bank Life Insurance.

Savings Bank Life Insurance has been for many years the lowest cost legal reserve life insurance available to residents of Massachusetts. It costs about 26% less than ordinary insurance and about 50% less than weekly premium insurance. The policy provisions are also more liberal than the policies of commercial companies. All Savings Bank Life Insurance policies have guaranteed cash values after premium have been paid for six months and most policies have cash values after premiums have been paid for three months; and all have loan values at the end of one year. All employees who have Savings Bank Insurance policies receive a large dividend at the end of each year, including the first.

Inasmuch as there are no sales commissions paid on Savings Bank Life Insurance policies, policyholders are able to buy insurance at a lower cost and also to get independent advice on the right kind of policies to meet their needs. One of the things stressed by Mr. Grad of the State Department during his visit at this plant was the importance of carrying most of the insurance

(Continued on page 15)

Veterans' Service List

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during February and March and of those who complete twenty or more years' service during these months:

FEBRUARY		Years
Thomas P. Maguire	2-3-1880 Retired	55
Norry Hartig	2-21-1905 Maintenance	30
Artin Lambine	2-1-1910 Retired	25
Ice Field	2-27-1911 Office	24
Edenciente Dauksevics	2-28-1913 Paper Mill	22
Ed Nordblom	2-2-1914 Fl. Plant	21
R. Taylor	2-16-1914 Purchasing	21
Eve Druzas	2-16-1920 Box Shop	15
William Standish	2-17-1920 Roofing Plant	15
Frank Sutherland	2-25-1920 Fl. Plant	15
Jonas Sylvestor	2-11-1925 Box Shop	10
John Sinclair	2-13-1925 Finishing	10
Edward White	2-13-1925 Box Shop	10
Edward Hewins	2-14-1925 Fl. Plant	10
Charles Mickunas	2-17-1925 Fl. Plant	10
Elia Iarocci	2-18-1925 Box Shop	10
Enrietta Florest	2-19-1925 Paper Mill	10
Mike Sam	2-26-1925 Box Shop	10

CHICAGO		Years
William W. Wilson	2-9-1913	22
Deigh Stearles	2-2-1920	15
George R. McNay	2-1-1925	10
Wy Hosch	2-12-1925	10

PHILLIPSDALE		Years
Willie Banks	2-6-1910	25
Joseph Farrell	2-21-1913	22
Arance Piereson	2-13-1920	15

CANADA		Years
Laroche	2-18-1925 Pont Rouge	10
Laliberte	2-11-1930 Pont Rouge	5

MARCH		Years
R. Wyman	3-17-1887 Vice-Pres.	48
James Kivlin	3-30-1892 Paper Mill	43
Manuel Johnson	3-11-1898 Maintenance	37
William J. Quinn	3-9-1900 Paper Mill	35
Arley O'Donnell	3-1-1905 Maintenance	30
Harry Bellew	3-10-1907 Roofing Plant	28
John S. Mattson	3-4-1908 Roofing Plant	27
Ennis Driscoll	3-4-1909 Roofing Plant	26
William Morrissey	3-29-1910 Maintenance	25
Perrett Lindequist	3-3-1911 Roofing Plant	24
Lix Thompson	3-10-1911 Paper Mill	24
John Peza	3-13-1911 Roofing Plant	24
Ivatore Lacivita	3-8-1912 Roofing Plant	23
William Quinn	3-21-1912 Box Shops	23
Emilio DePlacido	3-22-1912 Roofing Plant	23
John Broadley	3-2-1915 Maintenance	20
John J. Foley	3-18-1915 Paper Mill	20
John Aleksandrowicz	3-16-1920 Roofing Plant	15
Ignatz Rozuk	3-16-1920 Paper Mill	15
Earl H. Hanson	3-20-1920 Box Shop	15
Antonio Piedzewicz	3-24-1920 Fl. Plant	15
Joseph Muskavicz	3-30-1920 Roofing Plant	15
Hugh Rooney	3-31-1920 Power and	15

John Flaherty	3-4-1925 Box Shop	10
William Letts	3-4-1925 Roofing Plant	10
Arthur Hassler	3-5-1925 Box Shop	10
Stephen Folan	3-7-1925 Paper Mill	10
John Ballou	3-9-1925 Office	10
Michael Guzz	3-11-1925 Paper Mill	10
James DeChellis	3-11-1925 Box Shop	10
Norman Brooks	3-1-1925 Fl. Plant	10
Lice Connolly	3-7-1925 Box Shop	10
Thomas McHugh	3-8-1925 Fl. Plant	10
Elvi Lehtonen	3-30-1925 Paper Mill	10
James Belcher	3-30-1925 Roofing Plant	10
Benjamin Epstein	3-1-1930 Fl. Sales	5
Lawrence Hubbard	3-30-1930 Box Shop	5

PHILLIPSDALE		Years
Henry Phelps	3-7-1919	6
Elge Holter	3-4-1912	25
John Silva	3-07-1921	15

CHICAGO		Years
Howard S. Hanna	3-1-1921	15
Thomas Cooling	3-30-1925	11

CANADA		Years
W. R. McNeil	3-3-1901 Montreal	34
McCulloch	3-11-1905 Hamilton	1
L. J. Corcarron	3-15-1920 Pont Rouge	15
Toffani	3-3-1930 Hamilton	5

Suggestion Awards

December

Classified as showing a saving in Manufacturing Cost and given an award of \$10.00 each:

Gibb Slots on Bric Craft and Lock Set Dies—Charles Chorlton, Jr., FBM
Thrust Bearing on Patterson Kettles—Charles Chorlton, Jr., FBM
Screen Slate at Chute at No. 3 Elevator—John Howard, FBX
Improved Spindle for FBPM1 Grinder—John H. White, FBM

Classified as of Intangible Value and given an award of \$5.00 each:

Platform on Back End of FXGM5—LeRoy Cobb, FXG
Wire Screens on Windows FX1 Smoking Room—Michael Cronin, EMZ
Mesh Guard for Sheeting Machine Belt—V. E. Gronroos, FFG
Metal Edge on Mixer Screen, FFG—William Heino, FFG
Chain Fall for Loading Scrap in Box Cars—A. Jerbst, Chicago
Roll in place of Spreader at FXCM3—Herman Lauble, FXC
Straight Stem Thermometers in Melt Tanks—E. L. Lincoln, FBC
Change Piping at No. 41 Jordan—Robert McLaughlan, EM
Print Memo Form No. 3906A on Onion Skin Paper—Ruth Milliken, VN
Holder for Slitter Arms—Herman Nordstrom, DMPM3
Change Switch for Felt Whipper at DMP5—Vernon Rafuse, DMP5
Adjustment on Bundle Clamp on Tying Machine—Henry Smith, FBM
Change Elevator Light Circuit at FXC—Richard Sprague, FXC
Office Mail Box at FBC—Frank Troiano, FB
Change Water Pipe on Paper Beater—Edgar Vatcher, DPE

Four men received special awards of \$10.00 each for five accepted suggestions: Michael Cronin, EMZ; Herman Nordstrom, DMP, Henry Smith, FBM and Edgar Vatcher, DPB.

January

Classified as showing a saving in Manufacturing Cost and given an award of \$10.00 each:

Lid Formers for H Machines—L. C. Gardner, EMM
Cut Side Flaps on Bread Display Cases on FXFM 21—Albert Hammond, FXF

Classified as of Intangible Value and given an award of \$5.00 each:

Cover of Sheet Tin on Slitters in FXG—Benjamin Baranowski, FXG
Eliminate Changing Stands—Joseph Caspignano, DFF
Shear Pin in Feeder at FBW—Howard B. Davis, FBM
Offset in Handle of No. 5 Slate Hopper—Thomas DeSena, FBX
Buy White Rock at Diamond Hill—William Duquette, FXP
Arbour for Machining Die Arbour Nuts—Robert Hood, EMM
Change Bridge for Crane in DM new building—Harold Johnson, FXC
Trap Door for Clip Chute, FCPM No. 2—William Kennedy, Chicago
Air Gun for Cleaning Patterson Tanks—Victor Stafford, FBW
Use Defective Paper from DMP5 for Car Linings—John P. Walsh, FXC
Iron Walkway at FXC—John P. Walsh, FXC

William Duquette, FXP, was given an additional award of \$5.00 for his suggestion, "Buy White Rock at Diamond Hill." Through his suggestion the company was able to locate this desirable deposit of rock more quickly than through the regular method of investigation

Vienna Recognizes
Bird Quality

BIRD INSULATING BOARD was recently sold for use in the internationally known broadcasting station at Vienna, Austria.

The order was placed by the

Austrian distributors of our associate company, Building Products, Ltd. of Canada. This product, although made in Canada, is identically the same as made here at our East Walpole mills and it is a great tribute to its quality that it was chosen for use in this famous broadcasting station.

BIRD'S NEPONSET REVIEW

Vol. XXIII February, 1935 No. 1

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

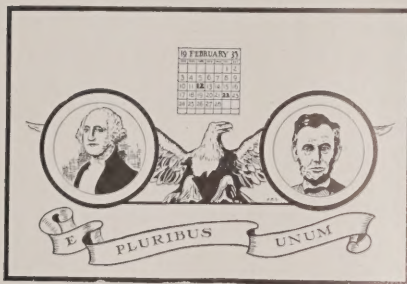
Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

P. H. Bailey R. C. Floyd C. W. Conrad
B. D. Rogers

Editor Circulation Manager
E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer



Drawn by Keith Spaulding, Flooring Office

The nation has not lived in vain, which has given the world Washington and Lincoln, the best great men and the greatest good men whom history can show.

Henry Cabot Lodge.

WITH this issue we are changing the form of the *Review* to a three column page with a new style of type which is more modern and easier to read. It also permits the use of larger pictures. We hope you like the change and that it may add to your enjoyment of our magazine.

TO OUR new officers—heartiest congratulations and sincerest wishes for the continuing success of our great business. It is a great honor to rise to a position of executive power in an organization such as ours; it is also a great responsibility. Quality, service, honesty, good will have been built up painstakingly over a long period of years. The success of the business depends on their being maintained and constantly strengthened. To these men that responsibility now belongs. We pledge them our full cooperation.

The older men who are now on advisory and consulting work have

well earned their retirement from active executive work. Mr. Allen still remains the head of the concern; we shall still benefit from his advice as well as that of the Advisory and Consulting Vice-Presidents, while they in turn will enjoy a greater freedom from desk work.

It is an ideal arrangement, and we look forward to the coming months with the hope that they may be busy and prosperous ones for us all.

One Hundred and Forty Years

ONE HUNDRED and forty years ago on the banks of the Charles River in Needham, George Bird built a paper mill. From that humble beginning has grown the great concern of which we are a part today.

Little did Mr. Bird imagine that his small business would ever become an organization of two thousand workers, manufacturing more than sixty different products at ten different plants (including Canada). His wildest imaginings never visioned that his business would one day be nationally known for its famous roofings, sidings, and felt base floorings; that Cartridge Paper developed in his mills would be used by the leading manufacturers of sporting ammunition; that Bird Cartons would line the shelves of important shoe stores the country over; and that Bird Fibre Cases would carry everything from bread to window sash safely through all kinds of shipping conditions.

Both George Bird, and our beloved leader Charles Sumner Bird, if they were alive today, would be mighty proud of this fine old company. They would compliment our high standards of workmanship, our foresight and courage which carried us so splendidly through the depression, and our notable achievements which have not only given our products the stamp of quality, but which have made Bird & Son known far and wide as "a good place in which to work."

Bird Exhibit in Historical Room

AT THE recent United Roofing Contractors' Association Convention held in Chicago the Bird Exhibit

was placed in the room which was occupied by Theodore Roosevelt headquarters during his Bull Moose campaign in Chicago.

One of his most important speeches of the campaign was made from the little balcony opening out from the exhibit room. Old timers will remember that this was a campaign in which Mr. Bird was very active.

Charles K. Cobb

BOSTON papers recently carried the announcement of the death on January 10th of Charles K. Cobb. Old timers here will remember Mr. Cobb as a Harvard classmate of Mr. Bird who used to visit East Walpole frequently.

Through the persuasion of Mr. Bird he purchased land near the old "Ball Park" (near East Street) and built several tenement houses there. When the company purchased the new steam engine at the turbine room in 1888 Mr. Bird named the engine after his friend, calling it the Colonel Cobb.

Mr. Cobb was in his eightieth year at the time of his death, and is survived by his widow, Susan Wheelwright Cobb, to whom we extend our sincere sympathy.

Success Is a Journey

SOMEONE has well said, "Success is a journey, not a destination. Happiness is to be found along the way, not at the end of the road—for then the journey is over and it is too late.

Today, this hour, this minute, is the day, the hour, the minute, and each of us to sense the fact that life is good, with all its trials and troubles—and actually perhaps more interesting because of them!

By the same token, this is the day, the hour, the minute, to think and plan and work for greater success and satisfaction *along the way*, by doing the particular task at hand better than we have ever done it before—and perhaps a little better than it has ever been done before by anybody.

Having done this, we shall discover that our journey through life is a highly enjoyable adventure, and that our destination matters less than we had supposed.

—The Lever Standard.

Hospital Notes

BIRD & SON received last month a Certificate of great distinction from the American College of Surgeons, presented in recognition of the fine medical service rendered by our Emergency Hospitals. This certificate cannot be applied for, but is awarded by the College of Surgeons to those plants whose reports show that they have met certain high standards.

Handsomely inscribed, and attractively framed, it reads as follows:

"The American College of Surgeons has approved the medical service of Bird & Son, inc. which has complied with the minimum standard for medical service in industry of the American College of Surgeons, as follows:"

Below this statement are listed the five major requirements:

(1) An organized medical department with a competent staff. (2) Staff physicians of recognized character and training. (3) An accurate system of records and reports. (4) Hospitalization of patients in approved hospitals, when necessary. (5) General supervision of plant sanitation and the health of all workers.

The certificate is signed by the President of the American College of Surgeons.

It hangs now in the waiting room of our Hospital at the Main Office—a testimony to the efficiency and high standards of our medical service.

Forum Column

To the Editor:

Every undertaking, whether it be great or of little consequence, has its share of criticisms as well as good words on its behalf.

Our *Review* is by no means exceptional to this unwritten rule. For example: due to the necessity of curtailing expenses some several months ago, every other issue of the *Review* was cut down to but four pages with no cover. This change was generally accepted as one of the necessary evils of the depression. Nevertheless there were those who voiced the thought, "Why not cut out this abbreviated issue altogether, and put that much more into the regular issue?" And now that plan



PAPER MILL COUNCIL: Back Row: Kenneth Rouillard, Patrick McNulty, John Burke, Perley Mudgett, Herbert Badger. Front Row: Ralph Wilkins, Patrick O'Donnell, Michael McDonough, Lawrence Doane, Lawrence Baldur.

is in effect, starting with the September issue.

It will be noticed that I used the term "Our *Review*." This was intentional, because, as I see it, this magazine is published by *employees* of Bird & Son for employees of Bird & Son, and as such we have the right to contribute to its contents. There are some who make use of this right and privilege. These constitute, in addition to the representative reporters from the various departments, those who send in news for the departmental columns, those who send in scenic, personal, or other photographs, and occasionally, those who believe they have something that would be interesting to the readers of the *Review*.

Now it is the latter group that should be given more encouragement, for, out of approximately nineteen hundred employees in our plants and offices, there must be some who have something or who run across something that would be interesting to the rest of us. Likewise, there must certainly be those among this widely spread group, who would welcome the opportunity to voice their heretofore silent thoughts through the *Review* as a medium.

With this in mind, I suggest that a Forum Column be included in this *Review*, for written contributions by our many fellow employees. These

contributions perhaps to include educational subjects, humorous subjects, or any of various interesting subjects, even to constructive criticism, for criticism is of no value if not voiced in the proper way.

Everything contributed for this page would, of course, be entered at the discretion of the Editor, and he isn't going to turn anything good down that shows time and effort on the part of the contributor. One rule, however, that I think should be lived up to, is that no anonymous letters be accepted, though the contributor may request that his name be left out on the publication of his letter.

As a starter for this Forum Column I offer this letter, and invite comments by the Editor.

ROBERT A. RODD, JR.,

(Editor's Note: We have always believed, with Mr. Rodd, that the columns of the *Review* should be open to contributions from any employee, and we welcome letters, articles, clippings, pictures, and drawings at all times. We already receive many of these, but we like the suggestion of starting a Forum Column, and hope that Mr. Rodd's letter will encourage other contributions so that we can publish a column every issue. Let us hear from you.)

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Charles Sumner
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

William Sline, Roofing Salesman, was elected to the Walpole Board of Selectmen on January 21. Congratulations, Bill!

Lillian Bartsch has left the Stenographic Department to become a member of the Flooring sales force.

We wouldn't accuse anybody of going to sleep on the job, but when Charlie Griffin falls out of his chair, we begin to wonder. How about it, Charlie?

Mr. Clark the best of luck in his new position with the Chicago Flooring Sales Division.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

At Christmas time messages were received from three of our old timers who are now retired and enjoying themselves in warmer climates. James Hadden and Thomas Maguire are in Florida, and Martin Lambine in California. We certainly enjoyed hearing from them.

George Hawley must be planning to sell his Oldsmobile. He is having it washed and polished every week regardless of the weather.

Several pairs of safety shoes have been sold and the men seem to like them. We are keeping a stock on hand and expect to sell several more.

The fellows who play pitch noontimes in the Brigade Room are looking for a new man. Someone suggested that perhaps Henry Phelps would be able to play with them after he gets some practice.

Ted Maddern, Bill Andrew and Stanley Sorzadel are back after spells of sickness. We hope to see soon Charlie Sinner, Red Harrington, Jimmie Kuzmich and Helge Holter.

The day after New Year's Charlie Cyronak and Tom Wynne came in to work with a black eye apiece. Charlie said he got his chopping wood and Tom said he fell out of his car. These things should be arranged so as not to happen on New Year's Day.

Several dealers in East Providence have started handling Bird floor covering products. Among them are the Colt Hardware Company, Barrie's Radio Store, the Phillipsdale Store, the East Providence Furniture Company, and W. B. Pierce Company. Tell your friends about these East Providence dealers and help boost our products.

Box Factories

No. 1 Box Shop

Frances Santoro
John P. Walsb

Earl Boyden
Ralph Farris

It is not too late to report two Box Shop weddings—Ruth Carr and John Cameron, who were married at Nashua, New Hampshire, on October 30, and Signe Erickson and Albert Hammond, married in Worcester on November 10. Congratulations and best of luck to both.

Al Kendall is sporting a new Chrysler sedan. We offer our sympathy to Bill Downing in the loss of his mother.

Benny Baranowski has gone in for roller skating at Moseley's and we hear he has a nifty "instructress."

Henry Dowdie is having much success with his pigeons in their trial races. He has sent them to various parts of this State and New York State. Henry also has his tough breaks, for in a recent race from New York one of his birds came home about two weeks late. Henry says it must have walked back.

The Christmas Party held by the girls was a huge success in all ways. It started with a delicious turkey dinner, with all the trimmings and ended in a "grab-box" the last glimpse of which was Alice Connolly's legs emerging from the top as she struggled head and shoulders in the box for a "prize." Gifts were exchanged and later the girls looked like Christmas presents, having tied the pretty ribbons around their heads. Our photo was taken but due to "wobbly knees?" on the part of the photographer, it looked like a storm at sea.

The girls from FFX also celebrated Xmas with dinner at the Shanghai and an exchange of gifts.

When "Bullet" White, Joe Keefe and John Walsh get together, all you hear is that old refrain, "Horses, Horses, Horses!"



OFFICE AND SALES COUNCIL: Back Row: Dwight Colburn, Stephen Traudt Jr., Rogers Weed, B. D. Rogers (Chairman), Wesley Ahlgren, Howard Whitney and James Mack. Front Row: William Walker, Ann Kelliher, Evelyn Wadleigh, Gertrude McDonald, Alice Fales, (Secretary), Albert Eckert, Marshall Lee.

We welcome P. E. Briggs, Roofing Salesman from New York City and Long Island.

Annie Lindsay is now a member of the Stenographic Department, her place having been taken in the Mail Room by Evelyn McNulty.

We advise Mary Concannon to get some new glasses so that the next time she comes to a red fire box light she won't stop and wait for it to turn green!

A new Monroe Calculator, with a light green background, was purchased by the Cost Accounting Department, and Ray Young immediately spoke for it. It goes with his light brown hair.

Stanley Blackmer, Flooring Salesman in and about Cincinnati reports that Santa Claus, or the stork, or both, left a 7½ pound baby girl at his establishment on January 4, 1935.

Everyone who saw our Main Office decorations at Christmas time declared they were the most attractive for several years. The credit goes to Joseph Donovan and Curtis Boyden, our electricians who put them up.

We understand that Paul Calderone has purchased a new car and got his license to drive.

We welcome L. S. Wright, from Chicago, who became the head of the Sales Promotion Department on January 1st. We also wish

Nice and early the other morning George Eisenhauer sort of got his whistles mixed. He thinks the "all out" fire signal should be made a little different from the 6:30 whistle.

We welcome Jean Angus to the Manufacturing Office. We understand, however, that a certain party would like to welcome Jean back to the Floor Covering Sales!

We welcome William Davis, new worker on No. 3 Paper Machine.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Ed Vatcher received a check for \$10 because of the acceptance of his fifth suggestion. This makes a total of \$30.00 he has received this year.

Tixy Billings got his name in the paper by being one of a five man team to roll 1848 on the Newman Bowling Team of the Providence Church League. His contribution was 350.

The mighty have fallen! Company No. 1 took the Reel Company into camp at the January fire drill and showed the reel company a few things about coupling hose. And to think that local bookies were offering two to one on the Reel Company with no takers!

Anyone desiring a Master of Ceremonies for any occasion, please call on "Al" Hammond, who has proven that he is qualified for the position!

The Bonus received in December so elated some of us that six girls just had to celebrate. So—we went in town to the theatre with supper and entertainment at the Paramount Grille.

The FXG bowling team has gone into the sport in a big way. They claim the distinction of "Champ Gutter-bowlers." But seriously, the girls are doing fine especially as most of them never bowled before the league started. Eileen Connolly with only 98 pounds behind her right arm, hurls a mean ball. We have two "south-paws" on the team and one "any-paw." Incidentally, we also have a mascot.

Lena Paddock is out sick, but we hope to have her back soon.

The following girls have organized a sewing club to meet once a week at each girl's home: Julia Lewis, Lena Paddock, Alice Pole, Mary Bandonis, Betty Kugel, Wanda Walukavich, Eileen Connolly, Mrs. Albert Hammond, better known as Signe Erickson, and Frances Santoro. The officers are, President, Frances Santoro, Secretary-Treasurer, Julia Lewis. So far the accomplishments include four cross-stitches, two buttons and the consumption of a large assortment of sandwiches and cookies.

Wanda Walukevich is back at work looking and feeling much better.

Quite the most unique idea we've ever seen is Alice Pole's "parking light" which she demonstrated at her home.

Sam Hunter has at last qualified for the Doctor of Dermatology Diploma. Anyone doubting the merits of his special "snow-pack facial" please call on Agnes Fraser for full particulars.

Who were the four girls that went out riding in a borrowed car and found themselves out of gas at the bottom of a hill?

Margaret Wallace's overalls are finally on speaking terms with the top of her shoes we see, they finally have reached each other.

No. 2 Box Shop

Mary Bellew Ambrose Fitzpatrick
Martha McLauchlan Alma Walsh
Frank Eisenbaur

We welcome Morton Smith to the Shoe Carton Department.

You haven't seen anything till you see the Shoe Carton girls in their new uniforms. Can't some one call a truce and get them all to wear the same color at once?

Amos Dixon is the proud father of twins, boy and girl, born December 31. Congratulations, Dick.

Tony Montisano is also receiving congratulations. His 8½ pound daughter was born December 21.

Christmas was celebrated by a banquet in the girls' Club Room—turkey and all the fixin's. All the girls are especially glad that the picture Ye Editor took did not come out well enough to publish.

Geraldine McDevitt was presented with a table lamp and blankets when she left to be married January 20. She is now Mrs. John Boyden.

We would like to know what happened to Lester Lynch one Sunday night. Monday morning found him all grins and his finger nails polished. Is she a manicurist "sister"?



MAINTENANCE COUNCIL: Back Row: Fred Duncan, Jesse King, Joseph Walker. Front Row: George Wallace, Ralph Wilkins, Joseph Sheehan, Charles Rafuse (Secretary).

Roofing Mills and Offices

William Borthwell John White
Stanley Phillips Charles Norton
Edward Hiller

Congratulations to our new Superintendent, Milton Beasley, and our new Chief Chemist, Frank Reynolds.

The ever-exciting rivalry between the Floor-covering and Roofing mills still goes on. The excuse given this time for coming to grips is ice hockey. If you want to see action, thrills and spills, come down to the Neponset River some Saturday and watch the Prancing Paroideers (consisting of Pete Clem, Frank Troiano, Mike Baranowski, Stan Phillips, Don Frazier and Chet Gibaldo) trounce any outfit in Bird & Son.

Incidentally out of the two matches played with the Floor Covering boys the Paroideers came out on top, after brilliant playing in the over time periods, by the scores of 4 to 3 and 5 to 4.

Have you noticed how slim and trim Ed Hiller has been for the last few months? The reason is road work, hot and heavy, between the Roofing Mills and the No. 2 Box Shop

every day. He recommends this treatment to any of our rotund workers.

John Conroy is sporting a new Ford.

Joe Akunewick is still on the sick list and has been out for some time. Domenic Triventi and John Foley are also out sick. We hope to have them all back soon.

Howard Davis, Maintenance Department, says he is able to supply us with any Model A Ford parts that we Flivver owners might need. It appears that Mr. Davis lacks the quota of parts to make his Ford run, and therefore is now in the used parts business.

Stanley Phillips visited the Boston Garden when Bill Tilden and his troupe played there. When asked how he liked it, he said "It was a flop; I didn't see Helen Jacobs this year."

Ralph Kemp recently handed out cigars to the boys in the mill, celebrating, as he said the advent of "George Bradstreet Kemp." When the uproar had subsided it was found that he was only joking so that he would have an excuse to pass out an extra box of cigars given him at Christmas.

We welcome Philip Burton who is here from Chicago learning the ins and outs of the Roofing business.

PHILLIPSDALE COUNCIL: Back Row: Charles Anthony, John Rogers, Thomas Henderson. Front Row: Thomas Horridge, Leslie Howard, Harriet Neill (Secretary) and William Livingston.





BOX PLANTS COUNCIL: Standing: Howard White, Martin Connolly, Guy Hoyt, Arthur Colburn, John Clancy, William Jackson, Charles Conrad, Russell Tupper, George Dexter (Secretary) and Benjamin Rogers (Chairman). Kneeling: Vincent D'Espinosa, Charles Mutch, Bartley Curran, James Ginley.

Chicago Mill and Office

Ray Wolf
R. Koerbel Smith

Anna Kelly
Marjorie McNay

Is it Spring that makes the Chicago Birds feel the way they have been lately? No—it is the good news that came to them about Mr. B. H. Roberts. No news could have been more welcomed or been accepted with more enthusiasm than this was.

Although the office employees did not have much to do with the salesmen during the recent Sales Meet-Up we were glad to see them all once again.

We are pleased to welcome the following newcomers to the Bird family: E. B. Weeks and R. Y. Hand from Northwestern, G. E. Mahoney from University of Chicago, and T. E. Oakes from Notre Dame. (It's a good thing it isn't football season right now).

Do you suppose Buck Rogers is working among us in disguise??? The other day, a radio station in Ohio called on our typewriter and stated that they must hear regarding Buck Rogers urgently.

Although we hated to have Irene Kelly leave our midst, we all welcomed Frieda Leonhardt back to her desk. Frieda was home ill for several weeks.

We have a new fad at 76th Street—several of the girls have taken to knitting during lunch hour. Dick Johnson might give them a few pointers because it is rumored that he once knitted a sweater.

The Roofing Division were invited to attend at a Christmas party given by the Floor Covering Division in their new office—"a good time was had by all." The news of the bonus came just in time to make the party all the more enjoyable as everybody appreciated the Bird spirit of sharing.

Two new nicknames have been added to the mill vocabulary—"nine finger" is one, and "carbon copy" the other.

An article in a well-known magazine recently stated that coffee in order to be good should be black as the devil, hotter than hell, and as mild as an angel. Such being the presented facts, what have we been buying lately in

the lunch room? Perhaps it is that new coffee urn that was just purchased. So what?

Can you imagine a man that would stick up for the other side in a ping-pong match, when his partner says the point was good or bad? We have them here. Where? Ask a man who watched the game.

Guisik blew up in a game of 66 the other day. Guess it was too much live power in one hand. But, Alexander, living up to the great historical Alexander the Great seems to be the only one in the noon hour foursome that can count ahead and make each card count.

Jim Stanek likes to see his name in print, so to complete his ambition we shall add his name this month by saying he carries a 5 and one-half pound lunch to work each day. Seven pounds on Monday to make up for the week end.

Flooring Mill and Offices

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Thomas Paquette
Laurence Gammell

Indoor sports—a Debating society has been formed here. A team is being organized and will be open for matches after the first of February. If any department is interested, please notify Dick Fournier of the Block Room.

Mr. Wyman spoke before the Plant Fire Brigade at the December meeting. His talk was very interesting and instructive and we hope he will visit us again soon.

Robert Barss brought in an interesting book the other day—a Boston Almanac for the year 1854. Franklin Pierce was then President of the United States, which then included 31 states and 5 territories. A map of New England showed no shore line railroad from Boston to New York, and a detail map of Boston pictured Back Bay all under water. Brockton was listed as North Bridgewater. Five Boston newspapers published then are still published: The Herald, Traveller, Post, Transcript and the Advertiser.

Sometimes Charley Hooper leaves the new

Plymouth down in the street. We wonder if it is because it won't make the grade to the yard?

Now that real winter weather is here, all of you boys who looked over all three and made your choice will have the chance to make the test as to which has the best starting ability.

Anyone desiring information as to the quickest and easiest way to redecorate your kitchen may apply to Carroll Gammell.

Congratulations to our Superintendent, Ralph M. Wight, on his election to the Walpole School Committee.

Philip (Rabbit) Muehlberger is the proud father of a 10½ pound boy, Ronald Peter, born on January 15th.

New cars at our plant include new Ford V-8's, owned by Arthur Bent and Sam Steele, and a new-to-him Ford coach, owned by Dewey Beach.

Arthur Eames says he doesn't mind his ordinary duties as a fireman, but when a pre-arranged short circuit on his "tapper" gets him out of bed at 3 A. M., below zero and sends him miles from home in his scanties, it isn't his idea of a good joke!

Chicago Office

Anne Pollock

Anne Dillenburg

Well here we are in our new home, nicely settled after much confusion, with everything under control. That was a grand farewell luncheon the roofing girls gave us on Friday, December 14, our last day at the old home-stead. It wasn't only Anne Kelly's vocal rendition of "In the Baggage Coach Ahead" that had us weeping, it was also due to our thoughts of leaving the roofing members of our family whom we had joined two and one-half years ago. Mary Coatar vocalized our sentiments when she sang "I Love You Truly." Au revoir friends, but not good-bye.

It was nice to see the "Roofers," again at our Christmas Housewarming Party. At the party, Bob Brebach proved that he is neither a Yes or No man by taking the prize in the game played. George Groendyke, Fred Jakel, Ted Grosse, Bert Hindmarsh, Charley Tyson, and Dan Elliott, some of our outside salesmen were also our guests. We were glad to be host and hope that you had a good time.

Item: History repeats itself in the form of a snow storm. Gladys and Virginia became star boarders at the Mulhall residence the day we had a real-Chicago storm. We understand Mrs. Mulhall told Gladys her fortune. For details see Gladys. Is he a blond? Lillian and Mary Mac were guests of the Chicago Surface Lines for the four hours it took them to get home on the night of this memorable storm.

We are sorry that Larry Wright only had such a short stay at our new quarters but we wish him lots of luck and hope the portfolio wears well in the Eastern atmosphere.

We welcome W. G. MacIvor and E. R. Clark to the Western Division. Hope you like the Chicago relations.

Congratulation to Gene Moore who was married to Miss Maren Morrison of LaPorte, Indiana, on December 20.

Congratulations are also in order for Mr. and Mrs. A. Soltan who announced the birth of Frances Marie Soltan on January 5.

Coca Cola was the drink of the day and was contributed by R. D. Peterson, our Louisiana representative, but he said with the compliments of Huey Long. You know best Pete!



Mountaineers (?) who conquered Mt. Chocorua last fall — Don Fraser, Ray Call, Stanley Phillips, Frank Reynolds, Milton Beasley, and Peter Clem. This is only a half-way house, but they swear they made the top.

We are wondering what Harold Altman is going to do with the radio he won at his neighborhood movie house. He hasn't mentioned anything about loaning it to us for our next Christmas party. Maybe he will give a hint from this.

Pete Wagner, Jr., and Roland Altman were working with us for a few days trying to tighten up Tony's new quarters (advertising supplies). They did it too.

As we go to press the only information we have as to how anyone spent their bonus money is that Ida went shopping on State Street and came back with a new style cookie cutter. We can expect cookies any day now. In closing we want to say that we want you all to "Come up and see us sometime."

Ping Pong Tournaments

By the time this issue appears an interdepartment Ping Pong Team Tournament will be well under way. Matches are to start February 4th and it is expected that a large number of teams will enter as there is a great deal of enthusiasm.

The playing schedule is being arranged by the sponsors of the tournament, Gordon Wilson, Frank Clem and Kaino Paajanen of the Roofing Plant.

Starting later in the month a singles' tournament is to be played and the winner of that is to be awarded a cup, presented by the employees' Mutual Benefit Association. Watch for further announcements.

At a baseball game a young woman asked her escort: "Why does that man behind the counter wear such a big bib?" He explained to her that it was to keep the catcher's shirt from getting mussed when a ball knocked his teeth out.

Quality—Our Greatest Asset

JUST BEFORE Christmas Mr. Philip H. Bailey, who was then General Sales Manager, issued a Sales Bulletin so timely and so well-expressed that it is of interest not only to salesmen, but to everyone in our organization. With Mr. Bailey's permission we reprint it here. To each of us it brings home the importance of maintaining the quality of the products which we as individuals help to produce.

QUALITY

Every time you shout "Quality" you say something. There has never been a better time to recall that old, but not overworked phrase, "The recollection of Quality remains long after the price is forgotten."

Talk QUALITY and PROVE IT. In the long run it is the only selling talk that really pays. . . .

Customers are NOT bored if you tell them some news. Customers are always interested in Quality which should be proved—and quality can be told in an interesting way. Perhaps the salesmen of one department have not told the buyer enough about the Quality products and the success of other departments.

This Bulletin may give you a slant on this aspect of the case—for example, here is something about

the products and the success of our Special Papers Department. One of the outstanding Quality products, and it must be of the best possible quality or it would be no good at all, is Shot Shell paper. The chances are that when one of your customers goes to a "shoot" or takes a hunting trip he is using cartridges of our paper. We have retained this business for many years, which is absolutely proof-positive of Quality. Winchester, Remington, the Dominion Cartridge Company in Canada are large ammunition firms whom everybody knows.

Tell your customer that the chances are that every time he goes to his files he will see File Guides which are probably made of our Index Pressboard and that we produce about 60% of all this product used in the country. Would Remington-Rand use this if it were not good quality? Everybody knows Remington-Rand.

Do you think that Dupont, Standard Oil Company would use our Filter Paper, a product which we have developed in the last two years, if it is not a Quality product? This stuff is made to a very exact formula—it is essentially a Quality product. It is used by the most critical users in the country, and it may be used to filter everything from nail polish and perfume to

ROOFING PLANT COUNCIL: Back Row: Richard Stoddard, Benjamin Rogers (Chairman), Eli Chamberlain, Milton Beasley, Nicholas Radzwill, Harry Dresser. Front Row standing: Thomas DeSena, Kenneth Stuber, Edward Sears, John White, John Graham. Kneeling: Howard Everett, George Smith, Granville Baker (Secretary).





FLOORING PLANT COUNCIL: Back Row: Austin Quackenbush, Michael Shergals, Cyril McCue, Elton Hamilton, Sidney Taylor, Leo Bernier, George Wood, Ralph Wight. Front Row: Joel Tammelin, Arthur Bent, Warren Dyer, Nelson Phillips, Everett Rockwood, Berton Seekins, Kaino Paajanen (Secretary).

lubricating oil. Everyone of your customers knows the Dupont and Standard Oil Company.

It will be news and interesting news to many a customer that when he buys a pair of shoes they are very likely put up in a Bird carton, or shoe box as you probably speak of it. Now what does Quality in a container of this kind mean? It means that it will provide maximum protection to its contents in transportation and will arrive at its ultimate destination (the shelf of the retail store) in the best possible condition, thus presenting an appearance of freshness and actually improving the appearance of the entire shoe store. Durability and carrying power—Quality only can provide this. Here are just a few of the customers who attest the high regard in which the Quality of our cartons is held—Thom McAn (throughout the East); Edison Bros. Stores in the Middle and far West; Regal; Stetson; Butler Bros. all over the country.

Our Felt Base Floor Covering has won its way by Quality—it has been sold by salesmen on Quality and not on price. A quality product in Floor Covering demands that all of the foregoing characteristics must be present and other minor ones. These are all secured by the most careful manufacturing processes. There must be balance in the specific qualities which go to make up the whole—for example, excessive re-

sistance to abrasion at the expense or loss of resistance to alkali would not result in our interpretation of Quality.

Shipping Cases

You are all familiar with certain widely advertised brands of merchandise, and many of these are shipped in Bird Solid or Corrugated Fiber Cases. Here are a few of the products that your customers know about—Fuller Brushes; Babbitt Cleanser; Stanley Works, who make hardware; United Fruit Company; United States Rubber Products, Inc.; American Thread Company. None of these great firms can afford to use medium quality cases. Our box is designed to give maximum protection to its contents. They must stand the actual test of shipment. Our kraft surfaced, cylinder formed liner board makes the most rigid type of box, giving this maximum protection. One fiber case is not just like another. We have had to study quality requirements in order to give extra strength in either the Solid Fiber or Corrugated. For example, the extra strength afforded by the reinforced crease which we use in the manufacture of these boxes is important. For instance, we lost temporarily the business of a large bakery who had always bought from us these cases with the reinforced crease. Somebody came along with a cut price, and a very low one, and stole the business. Result—this case was in quality

exactly where the seller had put it—in a quality class corresponding to its low price. Result—the customer has now returned and we now have every bit of his business.

Do our salesmen who sell Roofing ever hear the comment that there is a single Asphalt Roofing being sold today that is better than ours. Here is where we can prove our Quality—on Slate Surfaced Roofing by the "scuff test" by demonstrating the shatter-proof qualities, by yelling our heads off about our enterprise in producing the first commercially successful Thick Butt Shingle. In some of our Smooth Surfaced Roll Roofings are low in price, the Quality is there because the very point that our Cement is superior, which can be easily demonstrated, is enough to demonstrate the Quality. Point out our enterprise in the production of new and improved products. We are at the forefront in this respect against all Roofing manufacturers.

The salesmen of one department do not necessarily have the same selling problems or the same class of customers as do the salesmen in other departments, but there are some underlying arguments that can always be used by every salesman in every department—whether he is selling to a furniture store, a lumber yard or the immediate consumer—and the most basic of all the selling arguments is established Quality.

P. H. BAILEY.

A future Bird & Son worker — Michael Sameski, Junior, 20 months' old son of Michael Sameski of the No. 1 Box Shop.





Meet Jean and Marilyn, daughters of George Docar who works on the Shoe Carton Machines.

Life Insurance

(Continued from page 6)

the life of the wage-earner. While some insurance on other members of the family may be desirable, most of the money spent for insurance should buy insurance on the life of the wage-earner for the protection of the family.

Another recommendation was to buy straight life insurance because it gives the largest amount of permanent protection at the least cost. By leaving dividends on a straight life insurance policy to buy paid-up additional insurance, the amount of insurance steadily increases and the policy will become paid-up in about twenty years. Such policies have substantial cash values after three to six months; and loan values at the end of the first year.

Savings Bank insurance may be obtained in any amount from \$100 up to a total of \$23,000. Premiums may be paid yearly, semi-annually, quarterly, or monthly; or weekly deductions may be made from paychecks and the amounts deposited in the local bank. From the savings account thus accumulated the insurance premiums are paid automatically. This makes an ideal method of combining savings and insurance without any bother whatever.

The savings banks issue particularly attractive policies on the lives of children age six months or older.

Such children's policies have the same provision for cash and loan values and dividends as do adult policies, although the amount of death benefit is on a graded scale up to the age 10.

Savings Bank Life Insurance is a means whereby employees, employers, banks and the State may

cooperate to the mutual advantage of each. By saving part of the cost of what is now being spent for insurance, employees have that much more to spend for food, clothing, education, etc. If you are interested in obtaining information about Savings Bank Life Insurance, communicate with the Personnel Department or with your nearest bank.

With the Bowling Teams

Girls' League

Ten Highest Bowlers

Helen Gustafson, AC	87-8
Margaret Owens, VK	87-1
Laura Farris, AC	84-9
Doris Pease, CF	83-16
Faith Bagley, CF	82-1
Mary Geary, AC	82
Ruth Anderson, VN	81-11
Nancy Ruggiero, FXR	81
Gladys Duncan, CF	80-7
Mary Bannon, AH	80-2

Season Records

High Individual Single String	12-10-1934	Olivine Tetreault	108
High Individual Three String	12-10-1934	Helen Gustafson	299
High Team Single String	12-10-1934	AC	452
High Team Three String Total	12-10-1934	AC	1292

Comparative team standings are not available at this time.

Men's League

AMERICAN LEAGUE	Won	Lost	Per Cent
Paper Machines	19	13	.594
Combiners	21	15	.583
Rug Finishing	20	20	.500
Undercoat	20	24	.455
Flooring	14	22	.388
Shoe Carton	9	27	.250
NATIONAL LEAGUE	Won	Lost	Per Cent
No. 2 Box Shop	34	6	.850
No. 1 Box Shop	37	11	.770
Maintenance	23	17	.575
Boiler Room	19	21	.475
Roofing	13	23	.362
Machine Shop	3	33	.083

Ten Highest Bowlers

Name	Dept.	Total Strings	Total Pin Fall	Average
White	FX1	36	4148	115-8
Clark	FX2	24	2767	115-7
Yadesinia	ERB	27	3028	112-4
Bergstrom	DMP	21	2256	107-9
Duncan	EM	27	2892	107-3
Bisdnaack	DMP	21	2237	106-11
Jonah	DMP	24	2540	105-20
Jarlis	ERB	30	3160	105-10
Richard	FBW	21	2214	105-9
Colburn	FX1	36	3770	104-26

Season Records

High Individual Single String	12-12-1934	Fucci, FFN	149
	1-7-1935	Sienkiewicz, FFN	149
High Individual Three String	12-19-1934	White, FX1	386
High Team Single String	12-12-1934	FX1	608
High Team Three String Total	1-14-1935	FX2	1678



Richard Johnson, 22 months' old son of Richard Johnson, Chicago Accounting Division, taken in Jackson Park, Chicago, last summer.

A Very Bad Beginning

WE certainly did not start the New Year right with our Safety work. January goes on record as one of the poorest months in the last five years, with eight men losing time because of accidents. One man injured last September, and one injured in December are still losing time, making a total of ten people out at the present time.

The December accident occurred on the 8th of the month, to Joseph Destito, Flooring Machines, who scraped his knee on the floor when cutting broke. An infection followed, and he started losing time on December 18th.

Domenic Triventi, Roofing Machines, strained his back on January 2, while lifting a dip gate in the saturator.

Two accidents occurred on January 11. Louis Walters, Jr., Flooring Machines, tripped over the turned up edge of the roll man's platform and cut his right knee. The same day, in the same department, Joseph Lokitis slipped and fell, while running from one end of the machine to the other to put on the clamp. He struck his left knee against the rail, causing a lacerated wound on his leg.

On January 16 Victor Makela, Roofing Finishing, was pulling a truck load of chips. He slipped on an icy spot and strained his back.

Michael Kodis of the Cutting and Sorting Department in the Paper Mill, received a compound fracture of his right middle finger on January 17 when he foolishly put his finger into a bearing to see if there was sufficient oil. His finger slipped and caught in the oil ring.

The most serious accident of the month occurred the following day, January 18, to Tony Giampetro of the Stock Handling Department. He was climbing down a pile of baled pulp. The bales became loose, throwing him to the floor, crushing and breaking his leg so badly that amputation was necessary.

John Wosner, Flooring Machines, was washing the floor on January 29th, when he slipped and hit his shoulder causing a bad bruise which will take some days to heal.

Norbert Chicoine, Flooring Maintenance, started losing time on January 30, from an infected finger. A sliver in his right index finger was removed and given hospital treatment, but an infection developed in spite of this, so that further treatment was necessary, keeping him from work.

This certainly is a disgraceful record of accidents. We can't help what has already happened, but we can surely see to it that we do not repeat this performance in the months ahead. Safety work must be unceasing. We must never forget that Safety is part of the job.

Cribbage Party

Big Success

ONE of the largest and most successful Cribbage Parties was held by the Bird & Son Paper Makers' Social Club at the East Walpole Brigade Room Friday night, January 18th. There were forty players, and prizes were distributed to Winslow May of Norwood, Joseph Lipinsky and Walter Sword, both of East Walpole.

The Entertainment Committee had charge, with Herman Nordstrom as Chairman and Ralph Clark, John O'Day, Peter Glebus, William Hall and James Donovan assisting.

Everyone voted it one of the "best ever," and expressed the hope that there would be more of them this winter.

Boss or Leaders?

1. The "boss" drives his men—the leader coaches them.
2. The "boss" depends on authority—the leader depends on good-will.
3. The "boss" inspires fear—the leader inspires enthusiasm.
4. The "boss" says "I"—the leader says "We."
5. The "boss" assigns the slavery—the leader sets the pace.
6. The "boss" says "Get here on time"—the leader beats 'em all to it.
7. The "boss" fixes blame for breakdown—the leader fixes the breakdowns.
8. The "boss" knows how to do it—the leader shows how.
9. The "boss" makes work a drudgery—the leader makes it interesting.
10. The "boss" says "Go"—the leader says "Let's go!"

Hurlbert's Paper Makers' Gentleman



Visitors at Our Plants

East Walpole, Mass.

Mr. B. N. Kalinin, Director of the Roofing Trust of the U. S. S. R. (Russia).

Mr. S. A. Kianitzin, Chief Engineer of the same Roofing Trust.

Mr. L. D. Markeloff, of W. W. Chapin Consulting Engineers, New York City, acted as interpreter for the Russian gentlemen.

Phillipsdale, R. I.

The Russian gentlemen also visited a Phillipsdale.

Mr. Slater and ten boys from the Bradley Hospital.

Card of Thanks

We wish to thank our friends at the Flooring Plant for the beautiful wedding presents.

Mr. and Mrs. Carl R. Hamilton

Acknowledgment

We gratefully acknowledge your beautiful flowers and kind expressions of sympathy received during our recent bereavement.

James Sword and family,
Walter Sword and family.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Loc-Set	Hex-Twins	Individuals
Custom Built	Lock-Butt	BIRD Insulated Bric-Siding
Art Wall Siding	Bric-craft Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Art-Hex	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Mineralite	Waterdyke	Proslate Roofing,	Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board
Rubberlike Matting	
BIRD Built-up Roof Materials	BIRD Deadening Felt
Plastic Cement	Roof Coating
Asphalt Emulsions	Fibercoat
Emulsicoat	

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner
BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering
BIRD Duracork Hall Runner		Rubberlike Matting

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Earth Bands
	Plant Boxes

Special Paper Division

Index Pressboard	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes	
Laminated Book Cover	Industrial Filter Paper

BIRD & SON, inc.

Established 1795

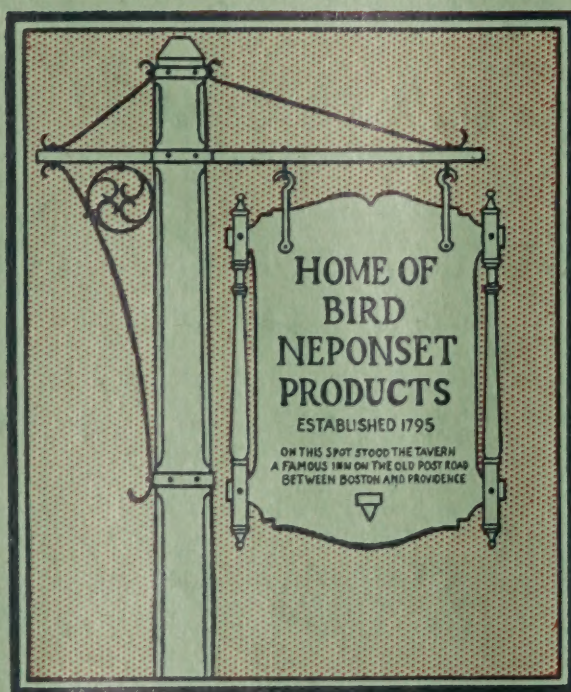
EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXIII NO. 2

APRIL 1935



Established 1795

BIRD & SON, inc.

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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Vice-Chairman, **CHARLES S. BIRD, JR.**

President, **BENJAMIN H. ROBERTS**

Vice-President, **RICHARD C. FLOYD**

Vice-President, **CHARLES W. CONRAD**

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Assistant Sales Manager, **W. E. HICKS**

Sales Manager Roofing Division, **E. L. CHAMBERLAIN**

Manager Eastern Division, **W. E. HALE**

Manager Southern Division, **A. D. KILHAM**

Manager Western Division, **W. W. WILSON**

Sales Manager Box Division, **C. H. ANDREWS**

Sales Manager Carton Division, **A. M. CLAFFEE**

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(Subsidiary Company)

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Chief Chemist, **A. H. CHAMBERLAIN**

Superintendent Flooring Division, **R. M. WIGHT**

Assistant Superintendent, **B. H. BAILEY**

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Superintendent Western Roofing Division, **J. G. YOUNG**

Assistant Superintendent, **J. F. MATCHA**

Chief Chemist, **ERICH GACH**

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New York, Chicago

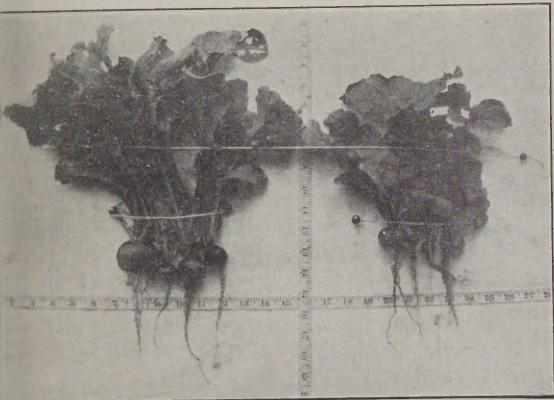
Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., MINNEAPOLIS, MINN., KANSAS CITY, SOUTH KEARNY, N. J.

Flooring Warehouses

ALLENTOWN, BOSTON, BROOKLYN, CHARLESTON, CINCINNATI, CLEVELAND, COLUMBIA, DALLAS, DENVER, DETROIT, EAST WALPOLE, GRAND RAPIDS, GREEN BAY, HARTFORD, HOUSTON, INDIANAPOLIS, MILWAUKEE, NEW HAVEN, OMAHA, PEORIA, PHILLIPSDALE, PITTSBURGH, PORTLAND MAINE, RICHMOND, SAN ANTONIO, SOUTH KEARNY, SPRINGFIELD MASS., ST. LOUIS, ST. PAUL, WORCESTER

For The Home Garden



PAPER THAT HELPS THINGS GROW

For Better Vegetables



Users write us . . .

"We gave this a trial on tomatoes and think there is no question but what it hastened the growth of the vines and the yield was good."

"Cucumbers came quicker, more productive, larger, better formed and healthier cucumbers."

"Paper was very satisfactory. About 50% increase in production."

"Used it on carrots with excellent results."

"Used about young trees with considerable benefit."

"Corn broke ground under the paper one week ahead of corn without paper. It matured two weeks ahead of the other corn and the crop was at least 3 times increased."

For Increased Yield



elon test. Improved Perforated Mulch used on row at right. Left row untreated.

Users write us . . .

On summer squash and peppers there was a large increase in size of plants. Size of fruits of squash and peppers was increased and yield was increased, also earliness to some extent. No weeds came through the paper."

There is no question about the paper aiding in retaining the moisture in the ground, eliminating weeds and indirectly throwing the maximum food value to the plant life."

We had a very wet season and all my neighbors lost their crops by not being able to keep the weeds down and I had none to contend with. Paper mulch is certainly the thing to do away with weeding and the hoe."

BIRD PAPER MULCH consists of a tough base thoroughly saturated with an excellent grade of asphalt. This material is waterproof and shrinkage is reduced to a minimum.

No tar or creosote products are used in its manufacture as in some instances these products are injurious to plant life.

Bird and Son were established in 1795 and naturally the manufacturing experience gained during a period of 136 years in the Special Paper industry is of value in enabling us to produce a mulch paper of merit. BIRD MULCH PAPER is made in rolls 18'' and 36'' wide and in Improved Perforated and plain type.

Planting is done in the space between two strips of paper rolled out with edges close together or through holes made in the paper.

There is no set rule by which we can advise which particular type of paper to use except to say that generally speaking BIRD IMPROVED PERFORATED MULCH PAPER gives a more desirable distribution of moisture than other types.

BIRD & SON, inc. are licensed under the Eckhart patent to manufacture BIRD IMPROVED PERFORATED MULCH and other BIRD MULCH PAPERS referred to in this booklet. The paper is made on specifications of the patentee but only for use or resale in continental United States east of the Rocky Mountains.

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.

**Chicago Office & Plant, 1472 West 76th St.
CHICAGO, ILL**

BIRD'S NEPONSET REVIEW

OL. XXIII

APRIL, 1935

No. 2



t of the crowd outside Hotel Statler at the send-off for the travelling State House on March 19. Mayor Mansfield is at the microphone on the speaker's stand and near
, to the right, is Mr. Nicodemus, Vice-president of the Advertising Club of Boston, who had charge of the day's program.

Massachusetts "State House" Goes Travelling

Unique Replica Constructed of Bird Products

WITH its theme, "Come to New England in 1935," a replica of the Massachusetts State House constructed of Bird products and mounted on wheels, left Boston Tuesday, March 19, on a tour through the East, the South and the Middle West.

This fine looking miniature building marks a new venture in publicity for New England; a speaker who is representative of the Gray Lines the Boston Sightseeing Tours will travel with the truck, extending

an invitation to visit New England, telling the story of the State House and explaining the construction of the replica.

The "State House" was given a royal sendoff with a luncheon at Hotel Statler attended by more than 500 members of twelve of Boston's outstanding business and civic organizations. Following the luncheon, exercises were held outside the Hotel at which Mayor Mansfield spoke, lauding the enterprise and predicting a busy tourist season for

New England. As he concluded his remarks, he handed the driver of the vehicle a package containing letters addressed to the Mayors of fifty of the cities which will be visited on the tour, inviting them to come to Boston and New England.

This unusual replica was constructed under the direction of our Sales Promotion Department, and represents the Bullfinch front, which is the original part of the State House, and which appropriately enough was built not long after

Bird & Son first began business in 1795. It stands 15 feet 6 inches high, is 20 feet long and 9 wide. The roof is of Proslate Roofing, and the side-walls of the realistic Art-Bric Siding. Simulating the granite blocks of the original building, Paroid roofing is wrapped around the battens at the base of the building, and in the interior and the framework have been used Bird Building Board, Wallboard, Dura-cork, Lining Felt, and Plastic Cement.

Contacts are being made with local service organizations, such as Rotary Clubs, Kiwanis Clubs, Lions' Clubs, and Chambers of Commerce in the various communities, and wherever possible arrangements are being made for the Gray Line representative to speak at luncheons or other social gatherings.

Mayor Mansfield Speaks

At the outdoor exercises at Hotel Statler Mayor Mansfield emphasized the beauties and the historical associations of New England, declaring that once visitors come here, they will never want to go anywhere else.

"New England is at last becoming vocal. It is casting aside its Yankee taciturnity and is becoming articulate in launching a campaign to sell New England to other parts of the country."

The ceremonies were broadcast over Stations WEEL and WBZ, and

Pathe News took sound pictures of the event. It is planned to show these pictures in the local moving picture houses preceding the arrival of the truck in the various territories. Nearly 170 newspapers throughout this section are giving publicity to the tour.

Our Advertising

On the truck is a fine loud speaker, over which musical records and records of speeches can be played while people are inspecting the model. The records include messages of greeting and invitations from all the New England governors, and one five minute record tells about Bird & Son's plants and products. The name of Bird & Son is also displayed on the side of the replica.

Previous to the truck's arrival, local dealers will be notified and our office will cooperate in every way to help the dealers advertise its coming through the papers, mails, and motion picture houses. This means fine publicity for the local dealers, and a unique method of advertising for us. Bird Products should be much better known and more widely used as the result of this display which will travel from now until June 20th.

The five hundred business executives who attended the luncheon at Hotel Statler on March 19th were representative of New England business as a whole, and were told by

John C. Nicodemus, vice-president of the Advertising Club of Boston who opened the meeting, that this was the first time the major business organizations of the city have united in an effort of this kind. William A. Barron, chairman of the recreational development committee of the New England Council, presided. Among those present were representatives of all the various Clubs in the vicinity, Rotary, Kiwanis, City Club, Associated Industries of Massachusetts, Lion's Club, Boston Hotel Men's Association, Massachusetts Hotel Men's Association, Boston Chamber of Commerce, and Cape Cod Martha's Vineyard and Nantucket Hotel Association.

Eleven Bird & Son Executives attended, and were as follows: E. H. Bartlett, P. H. Bailey, G. R. Wyman, R. C. Floyd, C. W. Conrad, B. D. Rogers, H. E. Sawyer, Jr., C. H. Andrews, E. L. Chamberlain, W. E. Hicks, and L. S. Wright.

Spring Gardening

All Bird & Son gardeners will be interested in the new literature just received at our library, published by the Extension Service of Massachusetts State College. Whether your garden is large or small, vegetable or flower, and whether your problem is bugs or fertilizer, the bulletins will be of help.

Further information in special fields is also available.

Business Executives at the New England Goodwill Tour Luncheon at Hotel Statler, March 19. Mr. Floyd and Mr. Bailey are fourth and fifth persons at the head table.



2 Workers Complete First Aid Course

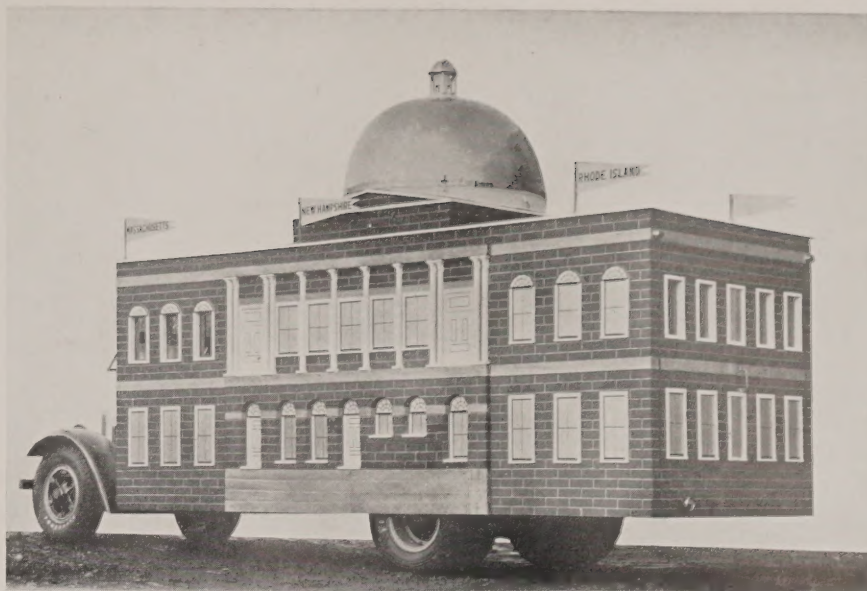
THIRTY Bird & Son workers and 10 people from other concerns in Walpole successfully completed the course in First Aid in which forty students enrolled at the start. The course ran from October 18th to January 23rd, and was conducted by Mr. George Philip Johnson, First Aid Instructor for the American Red Cross in Boston. Mr. Johnson lectured at the end of the course that was very unusual for so large a percentage of a class to complete the work successfully.

Sessions were held in the East Walpole Brigade Room once a week, and First Aid books were furnished without charge by the local Walpole Red Cross Chapter. Special credit was due Messrs. Frank and Fred Senhauer, Junior Instructors, who took the course in review, and gave Mr. Johnson great assistance in the demonstration work.

Listed first are the six students who completed the course with the highest ranking. The other members are listed alphabetically. We congratulate the class on the fine showing and hope their interest will stimulate the organization of another class later on.

Murtis G. Boyden, Electrician
Alph E. Farris, No. 1 Box Shop
Valter H. Hartig, Printing Dept.
Paul Hunt, No. 2 Box Shop
Lagnhild Johnson (Kendall Mills)
Vaughn Lowerison, No. 1 Box Shop

Hermion T. Barker, Laboratory
William P. Carr, Roofing Yard
Joseph L. Coburn, No. 2 Box Shop
Mary L. Conton, Personnel
Daniel H. Delaney, No. 2 Box Shop
Arthur L. Eames, Flooring Maintenance
William A. Everburg, Flooring Machines
Quart M. Farris, Rug Finishing
Richard E. Greene, Flooring Machines
George O. Gross, Roofing Finishing
Aaron H. Hill (Town fireman)
Herbert L. Johnson, No. 2 Box Shop
Herman Lauble, No. 1 Box Shop
Julia A. Lewis, No. 1 Box Shop
Charles H. Locke, Maintenance
Arthur A. McKenna, Roofing Office
William F. Murphy, Roofing Shipping
Charles S. Mutch, No. 1 Box Shop
Frank W. Nyborn, Laboratory
Esther Olson, Cartridge Cutting
Kaino Paajanen, Flooring Office
Charles E. Rafuse, Storeroom
Harry L. Tower, Wallboard
Wilfred Turenne, Wallboard
Edmund Wenstrom, Rfg. Maintenance
Edward J. Travers, Oil Boiling



Realistic replica of the Massachusetts State House, mounted on wheels, now touring the states east of the Rocky Mountains, with the invitation, "Come to New England in 1935." The model is constructed of Bird quality products

Built-Up Roof Division

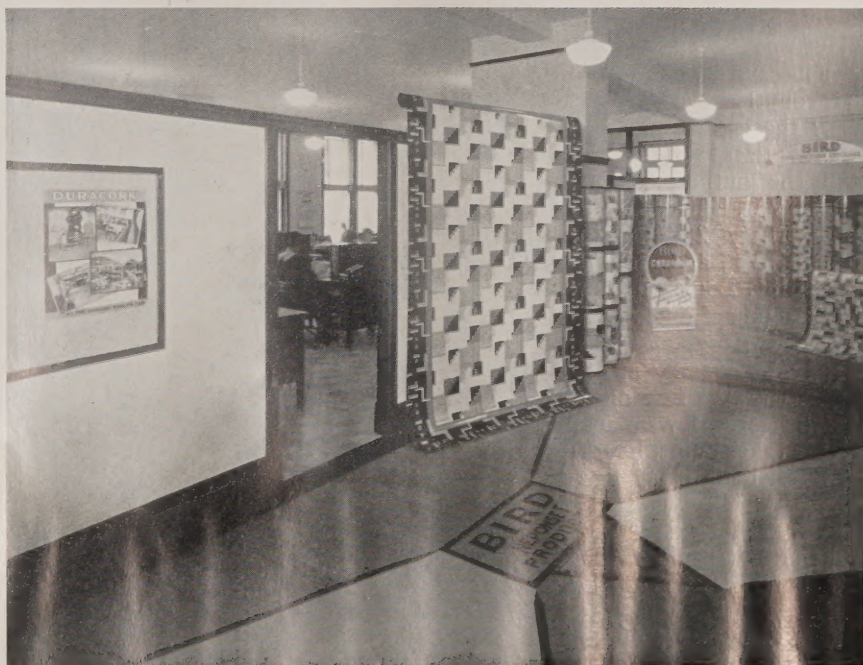
BECAUSE of a substantial increase in business, it has recently been considered advisable to establish a Built-Up Roof Sales Division, and this Division is now operating with Mr. L. L. Williams in charge.

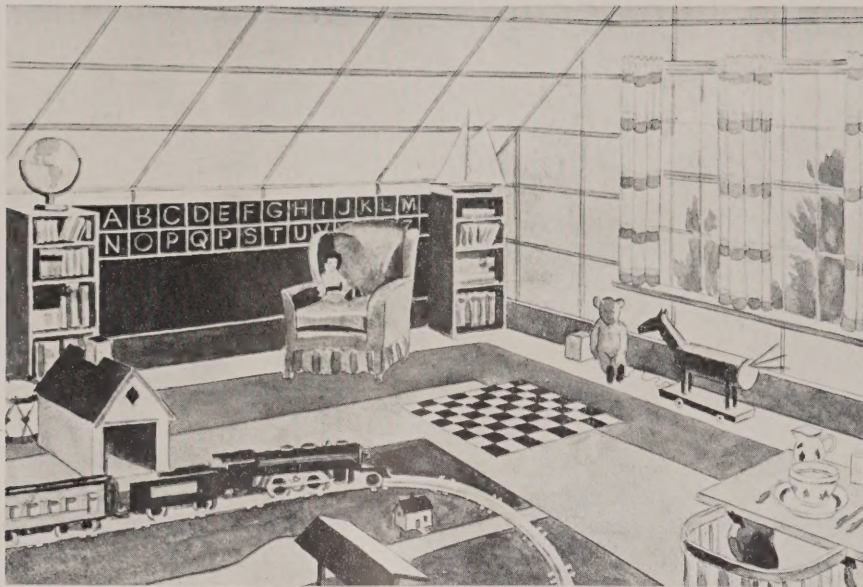
The ground work in this Division was laid by intensive efforts during the past year, and with a separate department now organized for this

work alone, the business is expected to show even greater results in 1935.

Mr. Williams is a roofing engineer, with a thorough technical training. At one time he operated a Built-Up Roof Application company, and so is unusually well qualified for his present work. For many years he was one of our Western Division salesmen, and came to East Walpole a year ago as a special Built-Up roof man.

Walk into our new Chicago office — a modernistic floor of Duracork, bearing our trade mark, in the foreground, and beautiful patterns of Chromalin in the inner offices. Neponset rugs and floor coverings make up the display.





For that extra playroom, in the attic or the basement, there is nothing like Bird Wallboard. People like it because it saws so easily and takes the paint so well.

Bird Wallboards

Salesmen Bring in Fine Spring Business in These Quality Products

BIRD WALLBOARDS give promise of becoming one of our larger selling items in the building products line before the end of the year. For many years we have made Wallboards of excellence, and this year, with certain refinements which make the boards of finer quality than ever before, a special sales campaign has been organized to bring greater sales volume in these products.

During February and March special sales meet-ups were held throughout the country to discuss Wallboard *alone*; the eastern division salesmen met at East Walpole on February 15th, the southern salesmen at Richmond, Va., and Atlanta, Georgia, on February 25 and 26, and the western men, at Chicago on March 13, and St. Louis on March 15.

At each conference Wallboard was discussed from every angle, as a board well worthy of offering competition to the best on the market. Demonstrations were made of how well it takes paint, how sturdy it is, how resistant to marring and puncturing, and how easily it cuts with a saw. The Neponset Board in addition has high waterproof qualities because of its special waxed back.

Most interesting of all is the new "Portable Warehouse" package in

which Bird Wallboard is shipped. Never before has a Wallboard been shipped in a package which delivered it in such perfect condition to the user. A new Bird fibre container carries the sheets in perfect safety, protected from dust, smudging or injury from rough handling in transit. A gummed fabric, covering the end of the "portable warehouse," can be pulled back, and the end of the case opened like a cracker box. The sheets can be pulled out as needed, and the end strip put back like a cover to protect the remaining sheets. It's an ingenious way of delivering a quality product in A-1 condition.

Bird Wallboard is, of course, ideal for building that "extra" room out of unused attic or basement space: a playroom for the children, an extra guest room for emergencies, a room for pool or table tennis, or a work-shop where every sort of hobby from radio to wood working can be ridden to the limit without disturbing the rest of the house. The tile design Super-Neponset Wallboard is especially fine for bathrooms or for wainscoting in kitchens. One of the largest uses of regular wall board often times not considered at all, is in the construction of display signs for theaters and department stores.

There is a big field here, for the wide awake salesman.

To "follow through" on the publicity for wallboard, a special letter head has been designed by the Sales Promotion Department and at present all Roofing correspondence is being written on it, thus attracting the attention of many users to our various wallboards. Further than this, the salesmen in our other lines—Flooring and Boxes—are being asked to co-operate in suggesting new purchases and new markets.

Every possible attempt is being made to put our Wallboards in the place they properly deserve as quality products. So well has the campaign succeeded that already sales for the first two months (Chicago and East Walpole combined) are 110% ahead of the sales for the first two months of last year. Indications point to a very fine business in these products this year. They are built of very good board, and delivered in a mighty fine package.

Special Meetings

Salesmen who attended the special wallboard meet ups were as follows

East Walpole Meeting

G. M. Armstrong, R. A. Beattie, Thomas Benson, P. E. Briggs, J. C. Donnelly, R. H. Emerson, F. T. Feeley, W. W. Ford, C. L. Hammond, M. H. Hubbard, L. D. Jenkins, J. D. Johnston, G. J. Keller, H. P. Morton, E. F. Murphy, W. J. Nelson, C. M. Phipps, R. P. Roberts, M. N. Sisson, G. G. Sheehan, W. F. Sline, S. C. Traudt.

Southern Division Meetings

A. D. Kilham, J. B. Blandford, R. C. Hamilton, R. L. Harrison, Jr., F. B. Ross, Sr., F. B. Ross, Jr., W. H. Tylander, J. H. Van Hoy, P. E. Vrooman, S. E. Williamson, G. A. Sayres, B. L. Sears, F. E. Dyess.

Western Division Meetings

G. T. Brebach, H. M. Clark, C. P. Conger, A. M. Dobbins, D. B. Elliott, W. F. Goforth, R. E. Hill, W. H. Lupton, F. L. Marshall, J. E. McLaughlin, G. R. McNay, Benjamin Morris, R. D. Peterson, H. C. Prinzler, G. H. Sare, A. B. Spiers, L. S. Wharton, E. B. Weeks, G. V. Wiklund, O. G. Youngert, W. J. Brebach, G. H. Hall, R. Y. Hand,

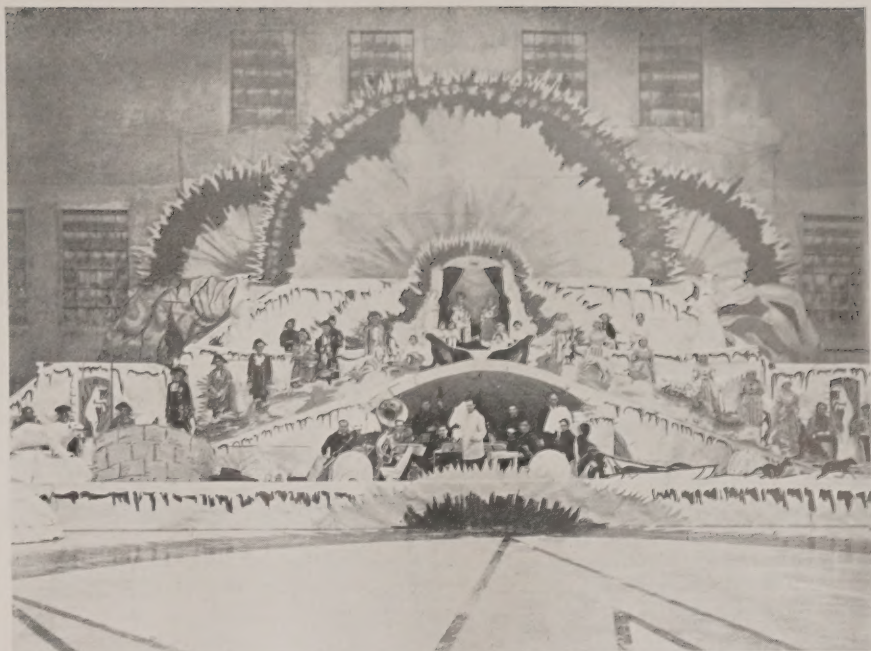
. S. Hanna, G. E. Mahoney, T. E.akes, W. W. Wilson and J. G.oung.

fifty Miles an Hour Against a Red Light!

READERS of the Boston Herald and the local papers recently found a very enlightening article on the front page of the paper telling of excessively high speeds and careless driving on the Providence-Boston Highway No. 1, checked between East Cross Street, Norwood, and North Street, Foxboro, by the Highway Traffic Research Department of the state.

Speeds of 85, 90, and 100 miles an hour were recorded, and the average speed for all traffic was found to be 2.6 miles an hour—25% higher than the average for the state as a whole. Average speeds as high as 6 miles an hour were recorded under icy conditions, and one brave soul drove his car at 66 miles an hour on an icy road!

Although there were numberless offenses, both minor and major, by far the worst was made by the driver who came out of Dean Street, Norwood, against a red light at 1:30 in the afternoon at a speed of *fifty* miles an hour! Careless, irresponsible, and cool-hardy, are mild terms to use about a driver like that—but they



Elaborate stage setting of the ice carnival held at Lake Placid this winter in the Olympic arena. Bird Wallboard was used in the construction of the scenery.

certainly could be applied time and again to people who made the following record:

Seventy-five percent of all cars travel at an excessively high speed.

One car in six has faulty lighting equipment.

Many cars fail to keep to the right of the center line.

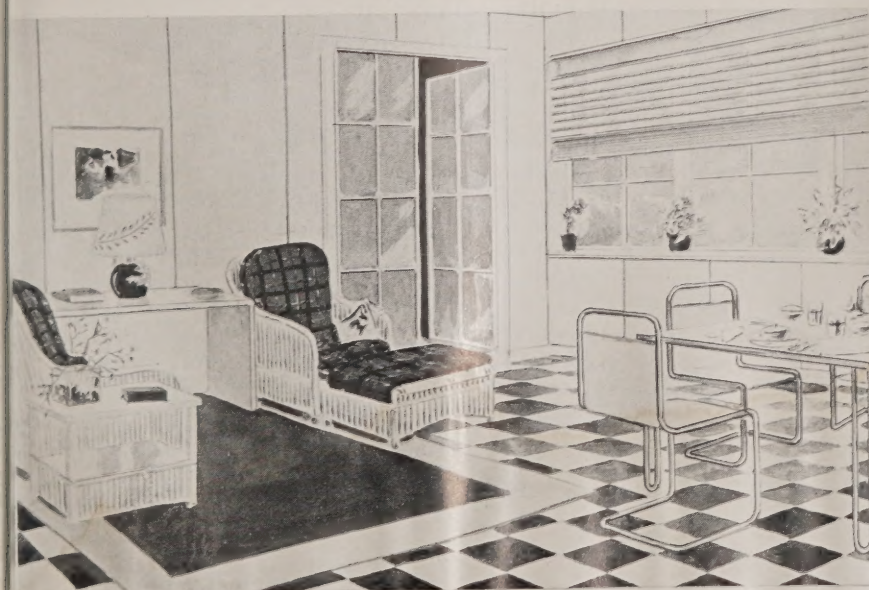
Eight percent of traffic fails to signal when making a turn.

East bound traffic, coming from

side streets onto the main road, commits the worst offenses, and much of this traffic disregards stop signs.

This illuminating study was made between October and the end of December, 1934, at the request of our company, after a number of Bird & Son workers had had narrow escapes in the high speed traffic travelling to and from the Narragansett Race Track.

add a room where you need it — and do it inexpensively with Bird Wallboard. Shipped in the new "Portable Warehouse" it will reach you in fine condition. Sales of this quality board have increased more than 100% over last year.



Questions and Answers

1. Where is Bird Wallboard manufactured?

2. What is the "Portable Warehouse"?

3. What is the latest indication that our mills are busy?

The answers to these questions will be found on page 9.

Clean Goggles

Do you find trouble with goggles fogging as you wear them at work? Here is a way to keep them clear:

Cover the lenses with a mixture composed of one part glycerine, one part methyl alcohol and two parts water.

This mixture can be obtained at any of our storerooms. Ask about it today.



Bricks' Express, armed to the hilt, delivers eight and one half million dollars worth of paper money to our Phillipsdale beaters. The transportation from the Industrial Trust Company's vaults in Providence was done secretly.

Phillipsdale Beaters Devour \$8,500,000!

Scrip Used at Time of Bank Holiday Used in Making Felt Base

EIGHT AND one-half million dollars in scrip was used in the Phillipsdale beaters on February 26, when the Industrial Trust Company of Providence, R. I., brought three tons of redeemed bank notes to the Phillipsdale Mill and personally supervised their destruction.

This scrip represented all that had been redeemed for the usual currency in Rhode Island since the bank holiday ended, and was transported in five heavily guarded Brink's Express trucks. The transportation was made on a day when the company supplying the armored trucks could assign every guard in its employ to participate in the transfer. Under the supervision of Mr. Seabury, a vice-president of the Industrial Trust Company, the money was secretly carried to the mill and put into the beaters by his own men. The heavy guard was maintained until all the scrip had been destroyed.

These notes were issued two years ago on March 9, and a total of \$1,750,000 was put into circulation. Mr. Seabury was appointed by the Providence Clearing House Association as manager of the committee in charge of issuing the paper and the Industrial Trust Company was designated as the storehouse.

At present all of the scrip has been redeemed except for \$4,448

which Mr. Seabury said was almost entirely in \$1 notes and he assumed these were being kept as mementoes by those possessing them. A few complete sets of the issuance, which was in \$1, \$5, \$10, \$20 and \$50 notes, although the \$20 and \$50 papers were never put into circulation, have been given to banks for keeping in their archives or given to officials of the banks as mementoes. The Smithsonian Institute requested and was given a complete set.

The bank holiday came on March 5, 1933, and on March 7 a special law making scrip legal tender was rushed through the General Assembly and signed by Governor Theodore Francis Green. Almost immediately the new scrip was on the presses and it was in the banks the following night. The issuance began on March 9 with thousands of persons in line at banks seeking it. By March 13 the banks were again in full currency operation and the scrip was being recalled. A year ago today all but \$4800 had been redeemed.

Never Too Late

Pedestrian: "Say, you just missed me."
Motorist: "Well, stand still and I'll try again."

—Illinois Siren.

* * *

People who don't want to face bills should foot them.

Flooring Laboratory Leads in Ping Pong

by
Frank Clem

THE INTERDEPARTMENTAL Ping Pong League is nearing the end of its scheduled matches. The League has proved to be very successful and plenty of hot matches have been played by about forty players who make up the teams.

A great deal of interest and enthusiasm has been shown and the East Walpole Brigade Room has been full of "Ping Pongers" five nights a week since early winter.

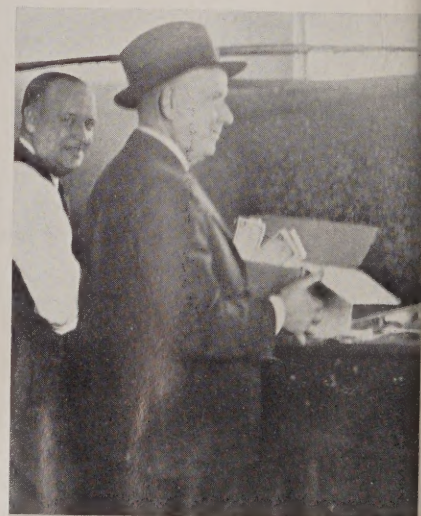
The present standing finds the Flooring Laboratory and the Art Room both undefeated. The Laboratory holds a perfect record with no points lost, while the Art Room has only dropped two. The result should be definitely settled when the two teams meet in their postponed match.

PING PONG LEAGUE STANDING

March 19, 1935

Team	Won	Lost	Per Cent
Flooring Laboratory	20	0	100
Art Room	18	2	90
Roofing	10	6	62.5
Print Machines	14	10	58.3
Flooring Shipping	13	11	54.2
Main Office	12	12	50.0
Finishing	4	12	25.
Main Mill	1	19	5.
Undercoat	0	20	0.

Into the beaters they went — three tons of paper scrip printed for use at the time of the bank holiday.



Veterans' Service List

Give below the names of those whose fifth, tenth and fifteenth anniversaries fall during April and May and of those who complete twenty or more years' service during these months:

APRIL		Years
in M. Smith	4- 9-1879 Retired	56
ink Fisher	4- 3-1895 Safety In.	40
in J. Linnehan	4- 7-1897 Paper Mill	38
orge Doderer	4-17-1897 Paper Mill	38
in Hale	4-11-1899 Maintenance	36
ward Bonner	4- 1-1900 Paper Mill	35
neth McLennon	4- 9-1900 Paper Mill	35
orge W. Towle, Jr.	4- 1-1901 Main Office	34
chael Powers	4- 5-1901 Maintenance	34
ry Sline	4-11-1901 No. 2 Box Shop	34
leman Howe	4-21-1901 Paper Mill	34
ed W. Shepard	4- 1-1902 Janitor	33
in Spillane	4- 9-1902 Paper Mill	33
staf Johnson	4- 1-1903 Roofing Plant	32
trick Hessian	4- 4-1903 Maintenance	32
lburton Dobbins	4-25-1903 Maintenance	32
eph Sinkovitch	4-13-1908 Maintenance	27
ep Aukstolis	4-25-1908 Roofing Plant	27
n E. Maguire	4- 4-1911 Paper Mill	24
thur Connelly	4- 8-1912 No. 1 Box Shop	23
arles Geigel	4-15-1912 Paper Mill	23
mes Porshinsky	4-22-1912 Roofing Plant	23
ny Milus	4-29-1912 Roofing Plant	23
gust F. Linde	4-11-1913 P. and S.	22
trick McNulty	4-11-1913 P. and S.	22
n Grusacki	4-25-1913 No. 1 Box Shop	22
n Leston	4-28-1913 Paper Mill	22
eph J. Rosevitch	4-29-1913 Paper Mill	22
stus Connolly	4-24-1914 Maintenance	21
ilo Palazzi	4-12-1920 Fl. Plant	15
n Poulousky	4-12-1920 Paper Mill	15
ank Larabee	4-12-1920 Main Office	15
n Wasilunas	4-12-1920 No. 1 Box Shop	15
on Hamilton	4-14-1920 Fl. Plant	15
ward J. Geraghty	4-14-1920 Roofing Plant	15
Harold McNeeley	4-20-1920 Maintenance	15
n O'Donnell	4-22-1920 No. 1 Box Shop	15
W. O'Donnell	4-22-1920 Paper Mill	15
bert Hood	4-23-1920 Maintenance	15
L. Conton	4- 1-1925 Office	10
lph Watson	4- 3-1925 No. 1 Box Shop	10
radio Cioppini	4- 6-1925 Roofing Plant	10
ard Maini	4- 7-1925 No. 1 Box Shop	10
ter Flaherty	4- 9-1925 No. 1 Box Shop	10
chael Grugnale	4-14-1925 Roofing Plant	10
erett Rockwood	4-15-1925 Fl. Plant	10
n McEndy	4-15-1925 Fl. Sales	10
lph Farris	4-21-1925 No. 1 Box Shop	10
omas C. Dalton	4-21-1925 No. 1 Box Shop	10
rmelius Driscoll	4-23-1925 Paper Mill	10
ward Hiller	4-27-1925 Roofing Plant	10
ce Clem	4-27-1925 Main Office	10
adyska Karkota	4-27-1925 Roofing Plant	10
ny Laskinski	4-29-1925 No. 1 Box Shop	10
lph V. Thayer	4-30-1925 Paper Mill	10
den Makarevich	4-10-1930 Main Office	5
adys Boulter	4-11-1930 Main Office	5
ul M. Hunt	4-21-1930 No. 2 Box Shop	5
bert Beattie	4-21-1930 Roofing Sales	5

PHILLIPSDALE		Years
ien Alix	4- 8-1930	5

CHICAGO		Years
hn W. Dexter	4- 8-1925 Manufacturing	10
mes Stanek	4- 8-1925 Manufacturing	10
nest Jacobs	4-25-1925 Manufacturing	10
Olson	4-10-1930 Office	5

CANADA		Years
R. Palmer	4- 8-1915 Ontario	20
Parsons	4-16-1906 Hamilton	29
Patisface	4-25-1913 Hamilton	22
Coalier	4-28-1930 Montreal	22
Lefebvre	4-13-1930 Pont Rouge	5
Briere	4-11-1930 Pont Rouge	5
Johnson	4-10-1930 Hamilton	5

MAY		Years
H. Smith	5-14-1878 Maintenance	57
nnie Murphy	5- 1-1886 No. 2 Box Shop	49
nette Blaney	5-17-1897 Librarian	38
bert Erickson	5- 1-1899 Fl. Plant	36
arry L. Tower	5-12-1901 No. 1 Box Shop	34
hn Kirby	5-16-1903 Paper Mill	32
ichael J. Mohan	5- 7-1907 Retired	28
trick Reardon	5- 7-1907 Roofing Plant	28
ul Krucas	5-20-1907 Roofing Plant	28
bion Gottberg	5-16-1908 Maintenance	27
erman Wauhkonen	5- 1-1909 Fl. Plant	26
ank R. Meyer	5-24-1909 No. 2 Box Shop	26
mer Jordan	5-25-1909 Retired	26

Suggestion Awards

February

Classified as of Intangible Value and given an award of \$5.00 each:

Shorter Pins for Slitters—George Abely, DMP
Relocate Control Buttons on East End Elevator, FX1—Francis Bannon, EME
Adjustable Yoke and Hooks for Crane at FBX—Luigi Cicolani, FBX
Buzzer System Between FXV2 Office and DM14 Building—Daniel Delaney, FXV2
Hood Over No. 5 Slate Hopper Slide—Thomas De Sena, FBX
Standard Lighting Equipment on FF Tractor—Lester G. Evans, FFSM
Change Roll Stand on No. 1 Rug Chopper—Stuart Farris, FFR
Platform and Guard on Rear Cooler at FBPM5—John E. Folan, FBPM
Change Steam Pipe at Blank Press—Leslie Hall, FXB
Fix I Beams on FXRM 35—Fred Morrison, FXR
Leg on Back of Wagon at FBPM5—Anthony Protasius, FBPM
Hand Bag Tying Machine—Tony Richardi, FBW
Hooks for Drier Spears—DMPM5—George Smith, DMH
Safety Switch at Asphalt Pumps—Newell Tibbetts, FBC
Guard for Glass on Doors on Fire Escapes—Winslow Whittier, FXB
Hood over Thickener—Albert Carlson, DPP

March

Classified as showing a saving in Manufacturing Cost and given an award of \$10.00:

Simpler Method of Cleaning and Changing Screens—Francis McMahon, FBW

Classified as of Intangible Value and given an award of \$5.00 each:

Rubber Stamps in Place of Stenciling—Nicholas Ahrens, Chicago
Turn Down Ends of Feed Roll—Byard Bennett, FXR
Weld Pins on Shaft at FXC—James Constantine, FXC
New Way of Advertising the Waxed Back of Bird Rugs—Albert Eckert, AT
Adjustable Glue Deflectors for FXRM13—Ernest Field, FXR
Guides to Prevent End Flaps on Curled Stock from Turning Under—Ernest Field, FXR
New Outlet for Channel at South Side of FXC—John Goonan, FXC
Chute for Staybind Bin—John Goonan, FXC
Signal Bell in DMK—Fred Jonah, DMPM3
Ladder at Back End of Pull out Machine—Frank Kissell, FFP
Straight Handles on Ductor Blade at Coolers—Patrick Maguire, FBP
Door in Chute at Slate Scale for Cleaning—Domenic Massami, FBX
Weld Piece on End of Coal Poker—Patrick O'Malley, ERB
Iron Hook to Open and Close Valve—George Polumbo, FBP7
Light for Advertising Sign at Chicago Plant—Clarence Reithofer, Chicago
Small Cut Off Adjustment at FXC—Edgar W. Ross, FXC
Keep Guide Steady on S and S Machine—Michael Sameski, FXG
Narrower Guide on S and S Machine—Michael Sameski, FXG

Frederick Hird	5- 1-1910 Sales Manager	25
	Paper Div.	25
Matejs Minkevici	5- 4-1910 No. 1 Box Shop	25
Patsy Sansone	5- 4-1910 Fl. Plant	25
David Regan, Sr.	5- 1-1911 Maintenance	24
John Ruzkis	5-13-1911 Roofing Plant	24
Adolf Guttock	5-31-1911 No. 1 Box Shop	24
W. J. Patterson	5- 7-1912 Paper Mill	23
John Wosner	5-23-1912 Roofing Plant	22
Helena White	5- 8-1913 Main Office	22
A. H. Brooker	5-15-1915 Roofing Sales	20
Euplio Puopolo	5- 3-1920 No. 2 Box Shop	15
Stephen Surpont	5- 7-1920 Fl. Plant	15
John McLennan	5-10-1920 Power	15
Frank Armukevich	5-19-1920 Fl. Plant	15
Ansimi Nikituk	5-20-1920 Paper Mill	15
A. W. Mellin	5-25-1920 Main Office	15
Paul Persechino	5- 4-1925 No. 1 Box Shop	10
Ira M. Treen	5- 5-1925 Fl. Plant	10
Joseph Steponovich	5- 8-1925 Fl. Plant	10
Lawrence Jenkins	5-10-1925 Roofing Sales	10
Harold Hale	5-22-1925 Fl. Plant	10
Alphonse Matthews	5-25-1925 Roofing Plant	10
Mildred Florest	5- 8-1930 No. 2 Box Shop	5

PHILLIPSDALE		Years
Charles Riley	5- 7-1920	15
Joseph Moura	5-15-1925	10
Theodore Maddern	5-27-1925	10

CHICAGO		Years
Patrick Long	5- 1-1920 Manufacturing	15
Lawrence Howell	5- 3-1920 Manufacturing	15
John Matcha	5-12-1920 Manufacturing	15
Arthur E. Julian	5-27-1925 Office	10
Eugene R. Moore	5-12-1930 Fl. Sales	5
Harry Goudie	5- 9-1930 Manufacturing	5

CANADA

W. Tessier	5-27-1930 Montreal	5
W. McFarlane	5- 5-1930 Hamilton	5
E. Julien	5-14-1930 Portneuf	5
G. Dagenais	5-27-1930 Portneuf	5

E. M. B. A. Cup Tournament

PING PONG Competition for the E. M. B. A. Cup started March 25th. The list of competitors greatly exceeds that of the other tournaments, and includes sixty players, which should make Ping Pong a major sport "Or somethin'."

The four semi-finalists of the fall tournament, Victor Babel, Arthur Bent, Roy Young and Kaino Paajanen will be seeded 1, 2, 3, and 4, respectively, and the rest of the players will be drawn.

BIRD'S NEPONSET REVIEW

Vol. XXIII April, 1935 No. 2

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board
P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers
Editor Circulation Manager
E. M. Grout A. S. Blaney
Printing Foreman, F. R. Meyer

Our business in life is not to get ahead of other people but to get ahead of ourselves. To break our own record, to outstrip our yesterdays by todays, to bear our trials more beautifully than we ever dreamed we could, to whip the tempter inside and out as we never whipped him before, to give as we never have given, to do our work with more force and a finer finish than ever—this is the true idea—to get ahead of ourselves.
Huribut's Papermaker Gentleman.

What Can We Do?

"THE greater percentage of violations made by traffic entering Highway No. 1 from side streets are made by East-bound traffic." This sentence, taken from the report of the Highway Traffic Research Department is significant because it shows that Bird & Son workers and Bird & Son residents of Norwood and Walpole are partly responsible, at least, for some of the bad traffic conditions on the Providence turnpike.

There is no doubt that the road presents a bad traffic problem which endangers the lives of us all. There is also no doubt that we personally can do much to lessen the driving hazards if we wish. Stop signs and traffic signals are only for our own protection. The least we can do when entering from a side street is to use them. Once safely onto the main highway, common sense should dictate what is safe and sane to do. Proper lighting equipment, and sensible speed are both factors under our control. We don't need to cut in, to drive in the third lane, to speed past intersections or try to beat the signal lights.

Mark Twain's famous remark about the weather was that everybody talked about it, but nobody did anything about it. That's more or less the situation regarding traffic on No. 1 Highway at present. We shall have to do more than *talk* about the situation to improve it. And the improvement will have to start with ourselves, our own driving.

Above All Else— Work Safely

DURING the past three months our business has very fortunately been good enough so that we have been able to take on a large number of new employees. We hope that business may continue good, so that they may stay with us permanently, and we hope that none of them will have the misfortune to lose out on a job because of a needless accident.

The first rule of every new worker in our plants is to know the job and its hazards. If men who have been regularly employed can not afford to lose time because of an accident, how much less can those who have not been working steadily afford the cost of an injury.

When you join the organization, and whenever you transfer from one department to another, you are required to answer a Safety Examination Card. This card is more than a matter of form. It is an indication to us that you have studied the job from the safety angle, and it is a guide for you in analyzing the safety problems of your new job. These cards are very important, but your knowledge of safety and your willingness to cooperate for safety are vastly more important.

We have a slogan—"Safety is part of Every man's Job." In the past we have made some very enviable safety records because every man has cooperated. Two years ago the entire organization worked nearly three full months without an accident. Individual plants have established records of more than two years. These are real achievements; we cannot do less than try to equal them. We can, if we will, do even better, and in so doing enjoy the health and security that comes from doing a good job safely. Safety IS part of every man's job. Make it part of yours.

Cribbage Party

ANOTHER successful cribbage party was run by the Bird & Son Paper Makers' Social Club on Friday night March 22, at the East Walpole Brigade Room. The party was in charge of the Entertainment Committee with Herman Nordstrom acting as chairman.

Prizes were won by Everett Reade Norwood; Leo Cote, Norwood; John Hale, East Walpole, and Howard Chapman, Norwood. The door prize was awarded to Nils Lindquist of East Walpole.

Emma Erker

OUR deepest sympathy is extended to the family of Emma Erker, who with her sister, Hedvig, was fatally injured in a tragic automobile accident on the evening of Saturday March 2.

The accident occurred on Route 1-A, near the Walpole-Norwood line, and the exact cause has never been determined. His vision temporarily impaired in some way, the driver, Anders W. Anderson, ran his machine into the rear of a truck which was proceeding up the hill at a slow pace. Riding with Anderson were the two Erker sisters and Miss Myrtle Readle of Norwood. All four met death almost instantly.

Miss Erker was the sister of Joseph Erker of the Accounting Department, and had been working for Bird & Son since 1931, first as messenger, and later as clerk in the Accounting Department. She was well-known in the office, and equally well-liked; she will be very greatly missed.

Funeral services were held on Wednesday, March 6, from the home in Walpole, with a requiem high mass at the Church of the Blessed Sacrament, Walpole. The entire Accounting Department attended the service at the church.

Hospital Notes

New Schedule of Hospital Hours

EFFECTIVE immediately, we are returning to our former schedule of hospital hours. Miss Elsa Hastedt has been engaged as Plant Nurse and will be at the Roofing Plant each morning from eight until ten o'clock, and at the Flooring Plant from ten until twelve.

The East Walpole Hospital will be open from eight to twelve-thirty, and from one to five.

Only a Scratch

"IT'S ONLY a scratch"—but still it should be treated. A short time ago newspapers carried a story about Sigmund Breitbart, billed in circus and vaudeville circuits as "the world's strongest man." He died at the age of 42 from blood poisoning which developed from a small scratch.

His exhibition consisted of pulling against two horses, bending iron bars and tearing horseshoes apart—but not even his physique could withstand a bad case of blood poisoning.

Plant hospitals are maintained for your safety and health. It is far less disgraceful to report a minor injury and receive proper treatment than it is to develop blood poisoning from an untreated cut and bring about a lost time accident.

Answers to Questions on Page 5

1. Bird Wallboard is made on the combiners at No. 1 Box Shop, and finished in the Wallboard department on the second floor of the same building.

2. The "Portable Warehouse" is the new package which delivers Bird Wallboard to the consumer in perfect condition.

3. Our Boiler Room reports that the demands on it for power and steam during the past three months were the greatest since March, 1928.



The Flooring Sales Bowling team — winners of the season. Back Row: Doris Pease, Faith Bagley and Gladys Duncan. Front Row: Olivine Tetrault and Helen Curran (Captain). Faith Bagley also holds third high individual average for the season.

Flooring Sales Wins in Girls' Bowling League

IT'S ALL over, now for the girls—we mean the bowling season—and final figures show the Flooring Sales team in the lead, with the Accounting girls running a close second, and the Corrugated Finishing Department, third.

High individual average is held by Helen Gustafson—86-23. Laura Farris is second, with 84-28 and Faith Bagley third with 84-9.

Hilda Rafuse bowled the high individual single string of the season—111, and Helen Curran the high three string, 302.

TEN HIGHEST BOWLERS OF SEASON

Name	Team	Average
Helen Gustafson	AC	86-15
Laura Farris	AC	84-29
Faith Bagley	CF	84-9
Margaret Owens	VK	84-8
Ruth Anderson	VN	83-13
Helen Curran	CF	82-16
Hilda Rafuse	AC	81-22
Frances Santoro	FXG	81-21
Nancy Ruggiero	FXR	81-11
Doris Pease	CF	80-18

TEAM STANDING—END OF SEASON

Team	Won	Lost	Per Cent
CF	41	3	.908
AC	38	6	.864
FXG	26	18	.590
VK	24	20	.545
DMK	23	21	.522
FX2	22	22	.500
VN	22	22	.500
FXR	21	23	.477
CX	15	25	.375
AM	14	34	.291
AH	10	34	.227
FXF	8	36	.181

To wind up the season, a banquet is being held at Lido's in Boston on Thursday, April 4, at six o'clock. Prizes will be given at this time, and after dinner the girls will attend one of the Boston theaters.

Roofing Bowlers

MEN from the Roofing Mill held a bowling match at Hoyt's alleys in East Walpole on Friday, March 22. Team C was the winner for the evening, and team D was second. Joseph Marsh bowled a high single string of 125, and John Ambruscovicz a high three string of 335.

Teams were made up as follows:

Team A: Arthur McKenna, Joseph McGregor, John Ambruscovicz, John Conroy, Raymond Call.

Team B: Ernest Wood, Louis DiBaggis, Ruel Fulton, Charles Seavey, Henry Smith.

Team C: Peter Stupak, Nicholas Santoro, William McLauchlan, Joseph Marsh, Edmund Wenstrom.

Team D: Howard Davis, Ralph Clifford, Hilton Taggart, Frank Maz-zocca, Carmen Porozzo.



When Doleful Dolores slipped and fell while crossing the street on a rainy day, Willie the Office Wagg said to her, "It's too Bad-ger fell in the Mud-gett it's better than falling out a window!"

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Charles Sumner
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

March 14: When Laura Farris saw a snow flurry late this afternoon she said, "That isn't snow, it's dandelion fuzz!" We think Laura has spring fever.

Congratulations to Tom Burchard—the proud father of Miss Ruth Carpenter Burchard, born February 24th.

We extend our best wishes to Harold Murley as he takes over his new duties in the New York Office.

Anne Kelliher has been somewhat handicapped by the loss of her voice. Where is the snappy comeback, Anne?

Mrs. Joseph Yadisernia (Bertha Kannally to us) visited the girls at the office recently. We were all pleased to see her.

We welcome our new Plant Nurse, Miss Elsa Hastedt of Jamaica Plain.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

"Bunny" Phelan's blushing countenance is still occasionally seen at the mill office. We

We hear Veronica Dixon is going to have a rummage sale on hats soon. Be sure and let us in on it, Dixie.

Pat O'Donnell came in the other day with a "very bad cold." Watch out Pat, those colds give away a lot of good secrets.

Ask Alice Kinsman to tell you about the battle she witnessed between "Chicken Chow Mein" and "Sub-gum."

When it comes to imitating people, Elizabeth Connolly can't be beat. Can you imitate good bowlers?

We wonder what Holly Dyer is worrying about these days. Is it spring fever or could it possibly be the girls who work for you?

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

We welcome this month Harold Billings, who has started to work in the Oiling Department, T. J. Harrington, who has started in Tar Saturating, Theodore Kosiba, who has started in Rag Preparation, Domenico Moio in Stock Handling, and George A. Stewart in the Engine Room.

One of the sure signs of spring is the fact that Herb Chamberlain has had his car washed.

Another new arrival was Miriam Ida Chapell, the daughter of one of our shippers, who was born March 12.

Joe Silva is in the money again. He has bought another Ford coach.

Joe White, Harold Billings, Charlie Sinner, Bill Andrew, and James Kuzmich are out sick at the present time but we expect to see them all back again soon. It looks as though the spring fever is taking effect.

Tom Wynne, we are told, is thinking of buying another car. Some of the boys are saying that after looking over his present automobile it is a very good idea to change if he wants to ride.

Our sympathy is with Rex Salisbury and his family in the recent death of Mrs. Salisbury.

Clarence Pierson is looking for a circus to join so he can demonstrate the use of the balloons he found in the beater room.

Off and on we have told about the bowling success of Tixy Billings and his team. It seems as though they must have been reading our notices for they have lost twenty-two straight strings.

Joe Perry, one of our shippers who had been transferred from the 8:30 to the 7 o'clock shift, wanted to be sure that he arrived on time and surprised the watchman one morning by walking in before 3 o'clock.

Box Factories

No. 1 Box Shop

Frances Santoro
John P. Walsh

Earl Boyden
Ralph Farris

We want to recommend New Pond, or O'Toole's Gravel Pit to Jack O'Donnell as better parking spaces than the heart of Boston. It seems Jack parked his car on a busy street, got tagged and to add insult to injury was



High scorers in the Girls' Bowling League: Hilda Rafuse (High Individual String); Laura Farris (second highest individual average), Helen Curran (high three string) and Margaret Owens (fourth highest individual average). Helen Gustafson (highest average) could not be present for the picture.

Bill McEntee has been transferred to the accounting department where he is heartily welcomed.

On Saturday, March 16, L. S. Wright welcomed a new addition to the family—an 8½ lb. boy, Larry Jr. Congratulations!

We welcome to the Roofing Sales J. L. Kelley, formerly of the New York office. Mr. Kelley is a new Roofing correspondent.

We also welcome P. W. Burton who has joined the force of correspondents in Roofing Sales.

Have you seen the new car Nellie Shergals is driving? It's a brand new Chevrolet Sedan.

Welcome to Floyd Robbins, the latest addition to the Credit Department.

Signs of Spring—It isn't the robbin that now heralds the approach of spring, it is the white shoes. Have you noticed them?

Box Sales extends a hearty welcome to William Freeman, new sales correspondent.

The balmy zephyrs must have given Blanche Walukevich her annual attack of spring fever. She has a far away look in her eyes.

The Stock Records department welcomes Edward Hixon who is taking over Bill McEntee's duties.

wish him luck on his new job at No. 2 Box Shop.

We welcome John Linnehan as the new messenger for the mill. We note that "Bunny" Phelan did a thorough job in breaking John in.

Harry Godkin has recently moved to Morse Hill. He is now a neighbor of Bill Ivatts and they can be seen any Saturday morning helping each other do their chores.

We welcome George Wise into the Machine Shop.

John Johnson can be seen riding in a new Plymouth.

E. C. Davis is sporting a new Chevrolet. He claims he almost bought a Ford and we still wonder why he changed his mind.

Bill Ivatts has traded his Maxwell "Loveable" for a new-to-him Pontiac.

Our sincere sympathy to George Eisenhauer in the recent death of his wife.

In case anyone is looking for a matchmaker, Francis Howe makes an excellent Dan Cupid, especially on February 14th.

Mary Nixon follows the advice of the Lux advertisements, and those overalls just won't shrink, will they Mary?

compelled to pay a fine of two dollars. And just think of all the free parking spaces around Norwood!

Herb Lewis has returned to work after an operation on his leg. Glad to see you back Herb.

Mike Flaherty is back with us again after a prolonged attack of pneumonia.

Ralph Watson has been showing the boys on the bowling team a thing or two on the art of bowling.

We hope to see John Grusacki our intrepid crane operator back to work soon. He has been ill the last few weeks.

Spring is here at last. It would have been here sooner, but it stopped to have a chat with prosperity and it seems that now they are both here (or so we hope!).

This working nights and spring weather are speeding up romance. We see "so and so" walking home with "so and so."

We neglected to mention in the last Review a new member of Herman Lauble's family—Patricia Ann by name.

Tony Lasinski is out with a broken leg but we hope he will be back with us soon.

Helen Dauksewicz has been absent from the Box Shop for some time and we miss her. Coming back soon, Helen?

Charlie Desmond is "that way" about ice-cream cones, any flavor.

Did you see all those snappy new cars parked outside? Another sign of spring and prosperity.

Margaret Wallace has been complaining of a stiff neck. What could be the cause of that, Margaret?

When it comes to breaking records, we must not forget to mention Tom Dalton's old standby, the Dodge. Another winter past, and it's still going strong.

You "ain't seen nothin'" till you've seen Frances Santoro and Eileen Connolly do the Adagio!

Bennie Baranowski and Tony Lewicki went fishing and each had a picture taken with the catch. But confidentially, each snapshot looks suspiciously like the same fish.

Lena Paduck is back to work after a long illness.

Nora Feeney is at the Norwood Hospital with an attack of appendicitis, but we expect her back soon.

Andy Center is the proud father of a baby girl.

Bill Sline, Bob Beattie and Clyde Phipps, Roofing salesmen, who were "held up" in East Walpole square for this picture the day of the Wallboard Meet Up.



East Walpole Square on the day of the big storm, January 23. If your car was snowed in that day, it stayed snowed in!

What we want to know is who ate all the fruit salad at Julia Lewis' house?

We welcome all the new employees. Space will not permit us to greet them individually, but—again, Welcome All!

Who is the young man in the Box Shop who is trying to decide whether it is cheaper to buy a new car or get married?

We offer our sincere sympathy to Everett Readell in his recent bereavement.

Frances Santoro wishes to thank Mr. and Mrs. Albert Hammond and Julia Lewis for the goldfish. And also wishes to tell you kind people that the cat enjoyed them too!

No. 2 Box Shop

Mary Bellew

Ambrose Fitzpatrick

Martha McLauchlan

Alma Walsh

Frank Eisenhaur

Beano games are quite the sport these days, to make one's hair turn gray. Just ask Ethel Havey and Alma Walsh. But Ethel would rather play Bingo.

If we all could show such sisterly love to each other as the McDavitt sisters, this would surely be a fine world to live in.

Tom Hazlett is without a doubt a real ladies' man, from all we hear. Is it your curly hair, Tom?

We extend our sympathy to Frank Eisenhaur in the recent death of his mother.

The Flower Pot girls welcome Christine Sherer back after being out sick with a hard cold.

We were sorry to hear that one of Paul Hunt's new twins died, but we hope the other is coming along fine.

We are glad to see Mrs. Collins back at work after her recent illness.

We hope "Jo" Hessian will be back with us soon. She has been a patient at the Norwood Hospital.

Bill O'Brien is convalescing after an appendicitis operation.

Wedding bells will soon be ringing for Allan McIlree. The date is April 21 and the lucky girl Miss Ruth Freeman of Quincy.

Guy Hoyt and Lester Lynch are owners of new cars, Guy's being a new Chevrolet and Lester's a Buick.

Well, the bowling season for girls is over. We may not have won the pennant, but two on the team, Josephine Hessian and Astrid Anderson, each won one of the weekly prizes for high string. All we are waiting for now is the banquet.

Plans are under way for a race track somewhere in the No. 2 Box Shop. A very capable racing commission is in charge, composed of John Ginley and Harry Clark. Good luck!

Girls—Have you bought your new Easter outfit?

Roofing Mills and Offices

William Botwell

John White

Stanley Phillips

Charles Norton

Edward Hiller

We welcome John Weeks and Al Whitmore back to work—John after his accident and Al after a siege of the mumps.

Bill Murphy has sprung over from Fords at last, and is now sporting a new Chevrolet.

The following startling confession was received by the Review office recently: "I, Peter Richard Clem, did premeditate and execute in cold blood the ghastly act of sending those slanderous Valentines last St. Valentine's Day. I am especially sorry for the master pieces that I sent to Stanley Phillips and James Hanley. I hope, and do pray, that after reading this, you will use discretion in carrying out the penalty which I know I deserve."

Congratulations to Frank Flemming who has a new baby daughter and to Deeb Esber who has a new baby boy. It looks as if the population of Norwood is increasing fast.

John Brooks is our new watchman. He says his new job is good training in case the car breaks down any time and he has to walk home.



"Spring"—personified by Alice Poulosky and Frances Santoro of the No. 1 Box Shop.

We hear Ray Call is in the market for a new car.

Ed Wenstrom is looking quite sporty these days.

Herb. Jepson is sporting a new Chevrolet car.

The *Review* notes would never be complete without the announcement of the new cars in the laboratory. Warren Kumlbad grabbed a newer model Chevrolet. Ralph suddenly discarded his invincible Essex and another satisfied Chevrolet customer was made. Then of course, there's Don Frazier who is the originator of the slogan, "Change your crankcase oil every 500 miles (at my father's gas station)", and who exchanged his blue chariot for a Dodge sport coupe.

Joe Marsh has joined the Homing Pigeon Club. Don't stay out too late, Joe, lookin' for stray birds

John Walsh is still confined to his home with illness.

Bill McLauchlan still frets over the loss of his Boston and District soccer league championship ring which was stolen by house thieves.

There is some class to the shipping department now since they have their new office and wash room.

Angelo Melino is recovering from pneumonia. Hope to see you back soon, Angelo.

Peter Taggart is hobbling around now, recuperating from a sprained ankle received while working at East Walpole.

Dominic Triventi, Joe Akunewick, Stanley Alukonis and Federigo Federigki are also on our sick list and have been out some time. We are looking forward to the return of all four soon.

We all extend our sympathy to Ray Call in the death of his father, Everett W. Call of Portsmouth, N. H., on Monday, March 18. Ray made a fast motor trip to attend the funeral.

Here is a record for you. Ed Lincoln missed only two professional hockey games this year. They say that he is such an enthusiastic fan that it is worth the price of a ticket just to watch him cheer the Bruins.

Jim Hanley never goes to the barber's now. Any time his scanty locks need attention he just takes the temperature of the laboratory kiln and returns with a very nice singe.

We welcome Beverly Ballard and Patsy Billora, new men, and hope that business may

be such that it will necessitate a large number of new men before long.

Our sympathies to William Sundquist on the death of his mother.

Our *Review* correspondent that covers the theatrical department reports that another new shiny-headed man has been squeezed into the front row of the Old Howard. Arthur Spinks informs us that due to the competition given by Minsky's Park Theatre the shows at the Old Howard have become especially interesting.

Attilio Tronti has purchased a new Dodge Car.

Chicago Mill and Office

Ray Wolf

Anna Kelly

R. Koerbel Smith

Marjorie McNay

Louis Lance has decided to cut his mustache off after it has started to come in red and get curly.

Frank Hayshaker, who boasts of never getting mad, has recently confided in one of the men that pitching really gets him angry.

A new safety committee has recently been appointed. We wish them lots of luck and success.

Ted Moore has a new song and dance number—ask him for it.

A safety class has been organized downtown for members of this plant. It is being conducted by the Red Cross with funds furnished by the plant.

A certain man in this plant when replacing a belt that had come off a pulley complained about it being too long. He later found out the belt was a reverse drive and required a twist—

We extend a welcome to Mr. Schroeder who is our new Plant Engineer.

Ray Wolf won the Singles Championship in the Ping Pong Tournament.

R. K. Smith is the proud father of a bouncing boy. Name, R. Koerbel, Jr.; weight, 7 lbs.; date, 12-28-34. The news is a little late but never the less good news.

Our Plant recently purchased a new Ford truck. It is one of the newest models, painted red, is equipped with a detachable trailer and Chicago is mighty proud of her. Tom Cooling is the proud driver and seems to be making out very well. There sure were a good deal of new things to learn.

They say in Spring a young man's fancy turns to thoughts of love but we are sorry to say when we had a touch of Spring in Chicago the other day our men's fancy turned to thoughts of baseball. Peterson, Voltmer, and Gusick showed the best form, while John Farrell was a leading light in the wood pile bleachers.

Joe Blosky is sporting a new Pontiac these days. Not bad, Joe, not bad.

J. G. Young is also reveling in the lime light with a new V-8.

Frank Krusinger is the proud father of a baby boy—7½ lbs.

John Clifford is back with us again after several weeks illness.

Several of the boys have been attending the Midget Auto Races at the Armory. We think they're just trying to learn how to get in and out of accidents with the greatest ease.

We enjoyed the recent visit paid to us by the Messrs. Chamberlain and Lines.

Spring is here—the other noon several of the office help went riding in Dick Johnson's coupe, and Dan Landt who was wearing no coat or hat was brave enough to sit in the rumble seat.

What do you think? Edith Johnson was in such a hurry to get to work the other morning that she fell all the way down the basement stairs and cut her head so badly that she was home for three days, which was sufficient time to heal the wound, and now she is back as well as ever.

John Matcha recently brought down a beautiful afghan which his wife had crocheted in record time—and did it make some of our girls feel ashamed.

We were glad to see the salesmen who attended the Chicago Wallboard Meeting on March 13th even though their stay was very brief.

Norma Olson has been displaying a new wrist watch which she claims was given to her by her Mother and Father. We would like to meet him, Norma!

After much pounding and hammering, quiet again reigns in the office, and out of all this noise we gained a beautiful new display room. The walls, comprised of alternate strips of American and Neponset Wallboards joined together with chromium strips, make a very effective display. Venetian blinds, modernistic lighting fixtures and Duracork floor covering complete the room.

Anne Kelly, Edna Berndt, and Marjorie McNay have been graciously assisted by Frances Johnson in knitting sweaters. The way Frances goes at it one would think she was a veteran of the old school even though she is still in her "twenties." Thanks for responding so promptly to our SOS calls, Frances.

The other day at noontime, someone walked into the Traffic Department and saw a great big cream puff on one of the desks, and upon inquiring to whom it belonged, Marty Thompson stood up from behind it and said "It is mine." You know what they say "Sweets for the Sweet."

The Girl Scouts Annual Cookie Sale is on until April 13th, and Del Lyndon and Mrs. Howard Hanna (our Office Manager's wife) are doing their best to dispose of some of them here at our office. From the looks of the list the other day, it appears that we will all be taking cookies home on April 13th.

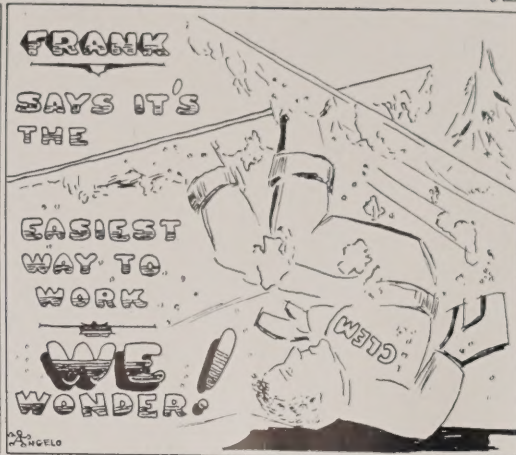
Thelma and Donald — two months' old twins of Amos Dixon, foreman in the Shoe Carton Department.



JUST SO

THAT . . . WINTER

BY A. MACCHI



napped" at random on the day of the big storm, January 23. First we have the popular costume of the day — ski pants and sweaters — designed for plowing through drifts on Morse Hill. Next comes Ben Beale, Box Sales Correspondent, who vowed he'd keep warm somehow. Third in line is Frank Clem in a pose which needs no explanation, and last but not least is Charlie Johnson of the Art Department with his new tie. We don't know exactly what connection the tie has with the snowstorm — but probably wore a new one that day, too.

Flooring Mill and Offices

bn S. Smith
m Rogers
thur Cripps

Charles Miller
Thomas Paquette
Laurence Gammell

The annual dinner of the Flooring Stag ub is being held as this issue goes to press. is is the tenth meeting, and out of 114 iginal members in 1925 there are five left. banquet is planned at the Parker House at 30 on March 30, where a lecture on future nerations will be given by Guiseppe Lingo. r further news of the catastrophe read the xt issue.

GIRLS ATTENTION! Kaino Paaanen has st bought himself a new shiny black Pontiac. e can't help being popular now.
We have just received a tip that Lester ans and Frank V. Clem have been elected onorary members of the Bachelor's Club. vidence is a lonely place since Clem ded- ed to be a bach.
Carlo Palozzi is the proud father of an lb. girl, born March 20. Congratulations. Vermont Maple Syrup can be purchased from erett Tripp direct from the "Tripp Maple rup Plantation," Waterford, Vermont. ip's motto is "Our Syrup Satisfies."
A speed boat club has been started at the ant. Carl Hilton is captain and Lester ans, pilot. All those wishing a good fast le at the risk of their necks, incidentally, ould join up!

Chicago Office

me Pollock

Anne Dillenburg

Business boomed for the Hearst Paper ndicate on the day that the picture of Mr. escott and the girls was printed in the icago Evening American. The irony of life iver—on each side of the picture were ticles concerning local hold-ups. The girls d not receive any requests to pose for movie oducers but Virginia got a request sup- posedly from the United Charities for a small onation.
We were all upset and thought Anne Duggan as getting pugilistic tendencies when she ld the stencil cutter that she forgot to scratch it Bert Hindmarsh's eye. However, she then

told us that it was just in compliance with a request to leave out his middle initial which is "I" and that she did not mean any physical harm.
Every great movement needs a pioneer. Mary Curran escorted a group of the girls to the Art Institute one Wednesday during the lunch hour. They viewed a temporary exhibit by Chicago artists. Mary prefers snow-scenes; the others expressed no preference. Since then other groups have gone on Wednesday afternoons also. (Admission free on Wednesday.)
We welcome Marjorie Westfield who has taken over the filing.
Mrs. Ralph W. Westcott and Mrs. Bert I. Hindmarsh visited our office. We're glad you like it too. Come in again.
A get-together dinner party between the roofing and floor-covering girls was recently held at the Tiffen Tea Room. Probably it is the clean air of the south that is giving Margie Mulhall such an enormous appetite. We certainly had a good time and hope you say the same. Thanks for the invitation.
Several weeks ago Lil Moe went to Detroit to spend the remaining days of her last year's vacation. From all indications the natives of Detroit were very sociable with our "Nell," beg pardon, with Lil as she returned seemingly pleased with the trip.
Mr. Knapp's visit to Chicago was not so pleasant since he spent the first few days in a hospital. We hope the day spent in the office counteracted the days spent in an enforced rest. We appreciated the candy brought in by Mr. Knapp, our only regret being that the men in the office also have a sweet tooth.
"Should Auld Acquaintance Be Forgot"—no they should not. Therefore we took out some of the old pictures and after laughing over them arranged a reunion with the girls who used to work here. Former Bird girls who were present are: Mrs. W. Uden (Bonnie Crepps), Mrs. Trebbin (Clarise Paul), Mrs. Noble (Mary Maloney), Mrs. W. Williams (Mary Sweeny), and Elizabeth Clancy. There were a number of "Do you remember the time . . ." and there were a number of the girls who remembered. The newer Bird girls were glad to meet the "girls who used to work here." Mrs. Trebbin brought pictures dated June 1924. One is shown in another section.

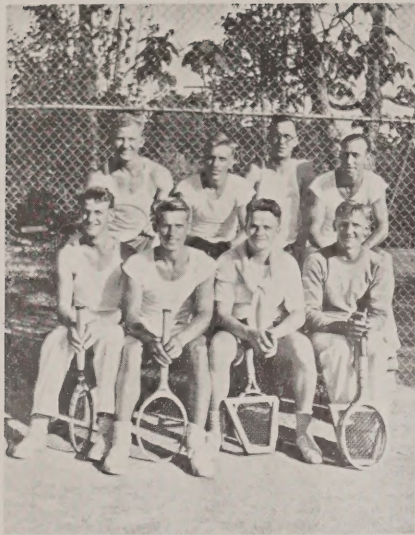
Reading from left to right: Bert Hindmarsh in his leaner days and Sam Reid in his more avoirdupois days.
One certainly sees and hears unusual incidents on State Street. We were walking in back of Harold Altman and Wylie MacIvor. At the corner of Jackson and State Streets a small dog jumped on Harold and the following conversation was heard between Altman and MacIvor:
"Lay down, pup, lay down," ordered Harold, "Good doggie, lay down, I say."
"You'll have to say 'Lie down,' Harold," said MacIvor, "That's a Boston terrier."
Can you find yourself among these familiar quotations?
"No foolin'!"
"How old do you think I am?"
"I get nervous when he asks me something."
"Let be like you say."
"I really don't eat much."
"Lucky you!"
"I played bridge last night and—"
"Look now," also "I grab wise."
"Hello, Two Left Feet."
"Who do you wish I was?"
"Gosh I'm getting fat."

Visitors at Our Plants

East Walpole and Norwood
Professor Callan and sixty students from the Harvard School of Business Administration.
Professor Strachan and twelve students from the Department of Chemistry, Brown University.
Professor Brautlecht and sixteen students from the Department of Chemistry, University of Maine.
Messrs. C. D. Sullivan and Ernest R. Doyle of the Cook Borden Company of Fall River.

Handicapped

Girl (to one-armed driver): "For goodness' sake, use two hands."
Driver: "Can't. Gotta drive with one."
—Kablegram.
First: "Why does the elevator boy in Mus- solini's palace enjoy himself?"
Second: "Because he can raise the Duce."
—Yellow Jacket.



Just to remind you that summer is around the corner, here is a picture of last year's tennis team. Back Row: Carl Clem, Edward Phillips, Frank Reynolds, John O'Kane. Front Row: Maurice Kimball, Stanley Phillips, Robert Harkness and Peter Clem.

Soccer Team Off To Busy Season

by
John H. White

OUR SOCCER TEAM opened its spring schedule on Sunday, March 24, with the League winners Lusitania Recreation crack Portuguese team at East Walpole. The final score was Lusitania 9, Bird & Son 2.

Sunday, March 31, we will play Beacon Oil at Glendale Park, Everett, and April 7 the colorful and clever Bunker Hill Celtics will be at East Walpole.

The Governor James M. Curley cup competition will open late in April and our team should then be at full strength and ready to meet the best on even terms. Gus Hogan and James Schuller have recovered, ready for play again. Jack Smith's knee is improving rapidly, and he may soon be seen in Bird & Son colors. Hugh Gardiner, the clever and evasive inside left forward is back with Bird & Son again and will be a big help.

Two of our players were recently given permission to play for other teams: Captain Charles Travers assisted the Boston Pro team in the National Championship, playing a fine game; and William Bropski assisted the Lynn Riverside team in the National Amateur Championship. Much of the credit for their success to date, which gives them

the New England championship, is due to the Bird 18 year old forward's fast work.

Eight Local Teams Join Baseball League

SPRING is not just around the corner—it's here and Bird & Son baseball fans are making final plans for the opening of a "bigger and better" season. We have joined an eight-team league of towns in South-eastern Massachusetts, made up of players from the following towns: Canton, Stoughton, Avon, Braintree (White Sox), North Easton, Mansfield, Brockton (Taunton Lumber Co.) and Walpole (Bird & Son).

Each week there will be one twilight game and one week end game. The season will start on Sunday, May 3, and the first half will end on July 4th. A second series of 14 games will start immediately after that, lasting until after Labor Day.

The President of the League is Mr. Alfred Wilbur of the Taunton Lumber Company, Brockton. William F. (Tap) Geary, foreman of the Finishing Mill, is one of the eight directors.

No manager for our team has been chosen yet, but a meeting will be held before this issue is off the press and prospective candidates for the team should watch bulletin boards for announcements regarding the first practice.

Compliments for Bird Containers

QUALITY COUNTS. We have always believed this, even in the face of the most severe competition from cheaper box boards, and two unsolicited letters recently received by the Box Sales Division substantiate this.

The first is a letter from C. B. Fleming & Co., Inc., of Norwood who write as follows:

"We received your four-page circular entitled 'Let's be Practical about Linerboard for Shipping Cases', and note the concealed damage as shown by the cuts.

"Is it possible that there are shippers who do not investigate the value of a real corrugated carton to the extent of this damage? We

pack a commodity that we consider one of the most difficult to ship, namely, bound books. The least crushing breaks a corner and renders the book unsaleable. Yet we have used your cartons since 1929 and have shipped out hundreds of carloads to all points of the United States, and have not had ½ dozen complaints of damaged books in all this time.

"We have been tempted by lower prices from time to time to buy a carton of inferior quality, due to pressure brought on us by the publisher who ultimately pays the carton bill. Being a house of quality, we have, up to the present time, been able to make the publisher see the value of a superior carton. We have recently had a load of used cartons returned to us by a publisher who desired to clean out his storage space. These we break up and sell for waste paper. Among them was a carton which had made the trip across the continent packed with books and consigned to California. The carton was then opened, contents removed and packed with books for consignment to Boston. The condition of this carton was so good that we intend to present it to your Mr. Holmes on his usual Wednesday call. We thought you would be interested to see the condition of this carton that has had such a long journey."

The second letter is from the Crane Puller Company who had a very interesting experience with a Bird Container. As can be seen from the letter, the box did double the service expected of it, and yet was still in almost perfect condition upon arrival back at East Walpole.

"We are sending you under separate cover a No. 2 Crowfoot Box which you made for us. This box was sent to a customer in Sanford, Texas, by Express. The puller proved to be the wrong size and was returned to us after their inspection.

"The Express Company figure that it must have travelled about 4800 miles. The puller it contained weighed 37 lbs. The end that is broken shows plainly that it has been forced off with a chisel.

"We thought it might interest you and Mr. Holmes.

Cordially yours,
CRANE PULLER COMPANY,
Pres."

Lost Time Louie

At the risk of his life, Louie poses for the "Candid Camera" and shows us just what happened to our Accident Records during January and February



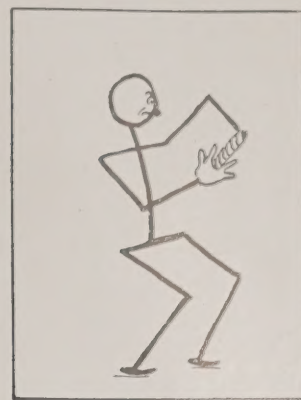
January 2 — a worker strained his back — a mean sort of injury that takes a long time to heal.



January 11 — two different men cut their knees the same day in the same department. A tough day for Louie!



January 16 — Another strained back — Louie begins to look peeved!



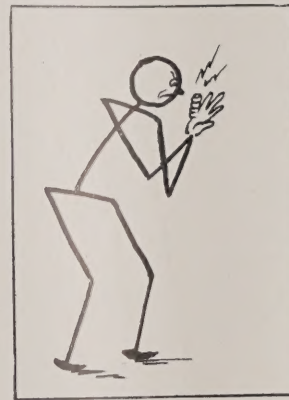
January 17 — Somebody jammed his finger in a bearing, trying to test the oil. Louie looks plenty "sore" about this.



January 18 — A leg crushed by a heavy axle, and lost. A terrible accident.



January 29 — An injured shoulder. This was no fun, either.



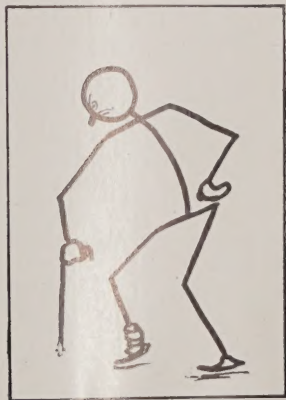
January 29 — And on the same day, an infected finger — starting from a small sliver. Can you beat it!



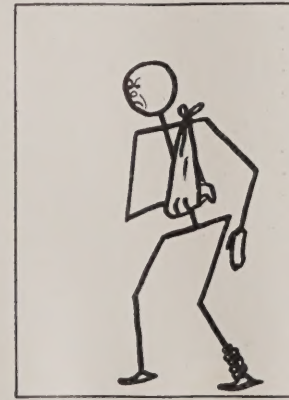
February 6 — Here is Louie illustrating just how pleasant it is to drop a shaft on your toe. "Don't try it", he advises!



February 6 — This was the day a fellow was caught between a lift truck and the garage door. "Not so good for your de," says Louie.

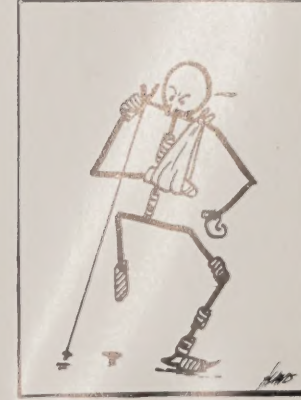


February 11 — A sprained ankle, and a mighty uncomfortable accident.



February 12 — The best way not to celebrate Lincoln's birthday is by cutting your hand — especially your right hand. And to cap the climax, two days later —

February 14 — another sprained ankle! It's a sad day for Louie — nobody wants to be his Valentine!



And here is Louie, illustrating our accident record at the end of two months. Thirteen accidents. "Never again", he says — and we hope he is right.



Bert Hindmarsh and Sam Reid, Chicago Flooring Salesmen, taken in — 1924!

Bowling News

ONE month to go before the end of the season and right now the Paper Machines lead the American League and the No. 1 Box Shop leads the National League, although the No. 2 Box Shop is offering close competition, and its average is actually more than the leading team of the other league.

The season's records thus far are listed below, with the ten highest bowlers:

High Indiv.	
Single String	3-12-35 Bergstrom, DMP 163
High Indiv.	
Three String	1-29-35 Yadesinia, ERB 402
High Team	
Single String	12- 3-34 FX1 608
High Team	
Three String	
Total	2-25-35 FBW 1719

TEAM STANDINGS

March 20, 1935

AMERICAN LEAGUE	Won	Lost	Per Cent
Paper Machines	43	25	.632
Rug Finishing	33	35	.485
Combiners	27	29	.482
Shoe Carton	25	35	.417
Flooring	25	35	.416
Undercoat	26	38	.406

NATIONAL LEAGUE

No. 1 Box Shop	52	16	.764
No. 2 Box Shop	51	17	.750
Boiler Room	38	30	.558
Maintenance	30	30	.500
Roofing	19	33	.365
Machine Shop	3	49	.057

TEN HIGHEST BOWLERS

March 20, 1935

Name	Dept.	Average
White	FX1	116-25
Clark	FX2	113-31
Yadesinia	ERB	113-18
Bergstrom	DMP	109-38
Docar	FXR	109-14
Bisdneck	DMP	108-36
Jonah	DMP	108-20
Richardi	FBW	108-19
Jarlis	ERB	107-36
Duncan	EM	106-8

March Brings Three Lost Time Accidents

INJURIES to feet caused men to lose time in March. We kept accident-free until March 15, but on that day Thomas McNair, Roofing Machines, was working temporarily in the Stock Transfer department at the East Walpole Mill. After operating the switch on the industrial track, he stepped back off the edge of the built up platform around the switch and turned his ankle.

The second accident of the month occurred to Salvi Spierdowis on the paper machines on March 16. He was taking paper over the driers and stepped into some hot water which burnt his ankles above his low shoes. The pool of water was formed between two piles of paper for some unknown reason, and although Spierdowis realized it was hot, he stepped into it without stopping to think.

Michael Damules, Roofing Machines, felt a pain in his left side on March 26 while reaching up to pull out a lever on the machine. This has resulted in a hernia which will keep him from work some time.

The number of accidents shows considerable improvement over the last two months, and that is encouraging. But carelessness and inattention are still causing many minor injuries. It takes only one mistake to cause a bad accident.

Protect your life, your pay envelope, and your family—Work Safely, ALL the time.

Naturalization Papers

SINCE the announcement that rates had been reduced on naturalization papers, a large number of workers have taken out either first or second papers and many have already been accepted into full citizenship.

The Personnel Department is always glad to help any individual in filling out the necessary forms. Just speak to your foreman and he will make the appointment with the Personnel office.

You may take out First Papers as soon as you establish a residence in this country, and are at least eighteen years old.

Second papers require a residence in United States of five years and a residence of at least six months in

the county where you reside at the time you fill out the forms. Your first papers must be at least two years old when you apply for Second papers, but not older than seven years. You yourself must be at least twenty-one years of age.

Except in unusual cases, the cost of becoming a citizen is now \$10.00—\$5.00 for First Papers and \$5.00 more for the Second Papers.

"What's all this?" asked the professor.

"Those are my Mae West problems," explained the student.

"Mae West?"

"Yeah, I done 'em wrong."

Neighbor: "Say, have you folks got a bottle opener around here?"

Parent: "Yeah, but he's away at college."

—Black and Blue Jay.

Diagnosis

An aged man at the union station Discussed the business sitch-ee-ation, I said that things were mighty bad, And somehow or other, it made him mad.

That aged man, he tapped my knee—

"D'y'e know what's wrong with things?" said he.

"I've been in fights," and the old boy glare

"And I always got whipped when I got scared.

Folks have forgot how to stand an' grin

When hard luck socks 'em on the chin, There's too much groanin'—not enough laughs—

Too many crepe-hangers, too many graphs

It sure don't help a sick man's heart

To think of nothin' but his fever chart.

There's too many experts tellin' how come

The whole blame' world is on the bum.

There's too many people with an alibi—

I'd rather listen to a darn good lie!

As soon as folks quit hanging crepe

You'll see business is in darn good shape!

I've got no use for golf as a game,

But I speak the language, just the same:

There's too few drives, an' too many putts

Plenty cold feet, and not enough guts!

You ain't my son, but if you was mine,

I'd darn soon teach you not to whine!"

He wasn't cultured, and his words were rough

But the old boy seemed to know his stuff.

Acknowledgments

I wish to thank the management of Bird Son and my co-workers at the Roofing Plant for their kind expressions of sympathy and for the floral tributes received during my recent bereavement.

Raymond C. Call.

I desire to express my thanks to Bird & Son and the workers at the Roofing Plant for the heartfelt sympathy and flowers tendered my recent bereavement.

William Sundquist.

Your kind expressions of sympathy and gratefully acknowledged and deeply appreciated.

R. H. Salisbury and family.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Loc-Set	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	BIRD Insulated Bric-Siding	
	Bric-craft Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Art-Hex	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Mineralite	Waterdyke	Proslate Roofing,	Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board
Rubberlike Matting	
BIRD Built-up Roof Materials	BIRD Deadening Felt
Plastic Cement	Asphalt Felt
Roof Coating	Asphalt Emulsions
Emulsicoat	Fibercoat

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner
BIRD Lining Felt	BIRD Saturated Felt	BIRD Hall Runner
BIRD Duracork Hall Runner		BIRD Duracork Floor Covering
		Rubberlike Matting

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots
Tack and Screw Boxes	Earth Bands
	Plant Boxes

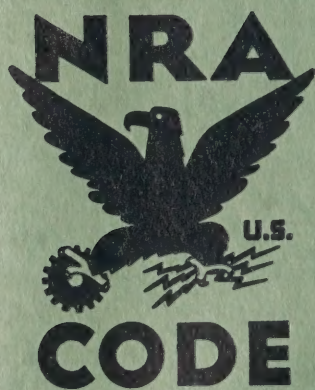
Special Paper Division

Index Pressboard	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes	
Laminated Book Cover	Industrial Filter Paper

BIRD & SON, inc.

Established 1795

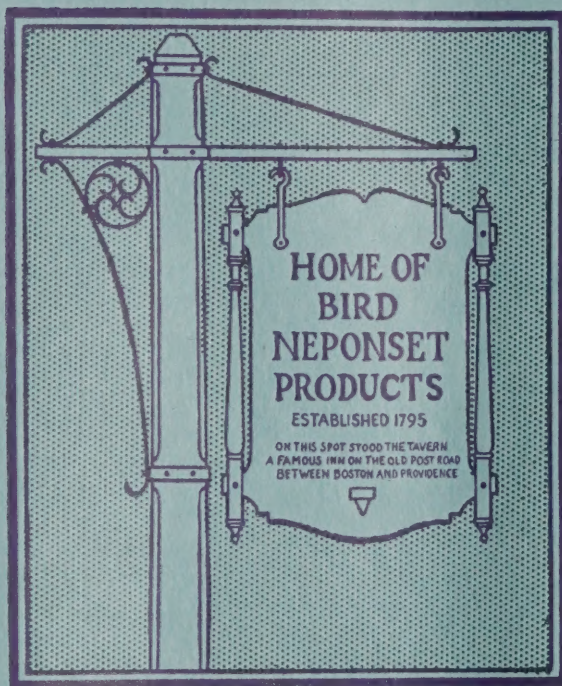
EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXIII NO. 3

JUNE 1935



Established 1795

BIRD & SON, inc.

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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Chief Chemist, ERICH GACH

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New York, Chicago

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EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., MINNEAPOLIS, MINN., KANSAS CITY,
SOUTH KEARNY, N. J.

Flooring Warehouses

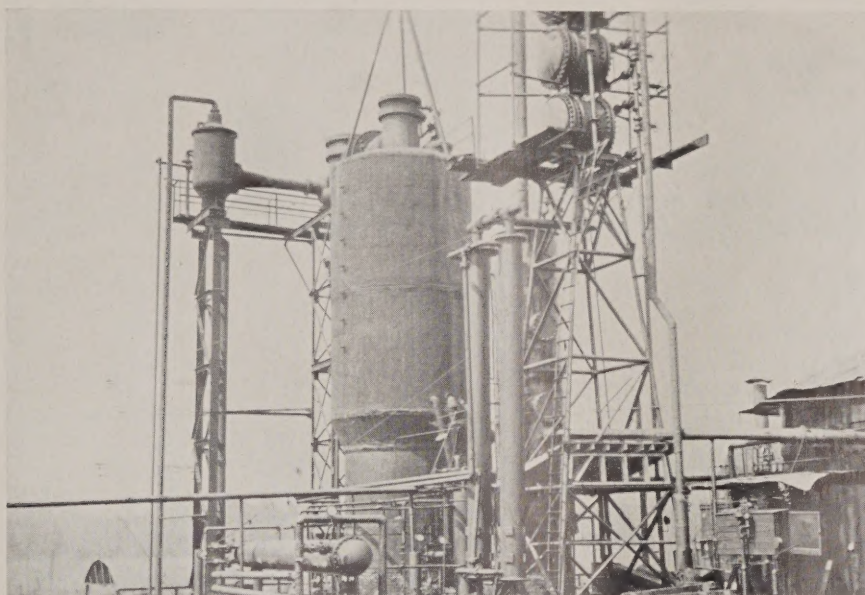
ALLENTOWN, BOSTON, BROOKLYN, CHARLESTON, CHICAGO, CLEVELAND, COLUMBIA, DALLAS, DENVER, DETROIT,
EAST WALPOLE, GRAND RAPIDS, HARTFORD, HOUSTON, INDIANAPOLIS, NEWARK, NEW HAVEN,
PORTLAND MAINE, SAN ANTONIO, SPRINGFIELD MASS., WORCESTER

BIRD'S NEPONSET REVIEW

VOL. XXIII

JUNE, 1935

No. 3



The three circular drums at the top of the picture constitute the "atmospheric tower" and the large tank beyond is the vacuum tower. Both are used in distilling the crude oil.

Bird & Son Purchases Berry Asphalt Company

Crude Oil Fields and Refinery Located in Waterloo, Arkansas

ABOUT the first of the year, Bird & Son purchased the Berry Asphalt Company of Waterloo, Arkansas. The property includes an asphalt refinery and the lease of nearly forty oil wells, yielding some of the finest oil in the country for producing the type of asphalt used in our roofing material and flooring saturation.

Handling the output of approximately 13,000 barrels a month is a working force of one hundred men, engaged in various occupations from working at the wells to refining the product and blowing the asphalt.

Locating Waterloo on the map is difficult, until you know that it lies in the Southwest corner of Arkansas, about midway between Texarkana and Hope. The town is hardly more

than a village, as New Englanders would picture it—a store, a filling station and a small hotel. In fact, if it were not for the oil fields and the refinery there probably would not be any Waterloo. But nevertheless, it is a flourishing place, destined to become very important to our business. The appearance of the country is in some ways similar to that of Cape Cod—gently sloping and thickly wooded.

Within an area of a few miles around Waterloo are very rich oil fields, privately owned, with a quality of oil in the best wells which requires comparatively little refining to be made into asphalt. Our company leases, or rents, a certain number of these wells from which it

extracts the crude oil by pumping.

The usual Easterner's impression of an oil well is a derrick framework extending high into the air. This looks very imposing but has nothing to do with the actual pumping of the oil. The wells must first be drilled to the source of the oil, and this depth at the Waterloo fields is 1150 to 1200 feet. Casings and the pipes into the ground are then installed, and it is in this process that the tall derrick-like structures are used.

When the piping is completed a large pump is installed on the surface of the ground to pump up the oil from each well. Whenever possible a gasoline engine is set up in a central location near three or four wells, and



H. B. Puller, General Manager of the Berry Asphalt Company.

by means of long "sucker lines" this one engine furnishes the power for all the pumps at the nearby wells. Although our wells at Waterloo extend over an area five miles in length, most of them are so located that one engine can do the pumping for several wells at once. From the ground the oil is pumped directly into nearby gravel storage pits, where it stands until ready for the refinery.

As the oil flows in from the pipes it appears like thick black tar. In the pits the pure oil rises to the top forming a black, oily lake, while the water and the other foreign matter with which it is mixed sinks to the bottom and filters out through the gravel.

Some wells produce almost pure crude oil with only about ten percent water. Others produce ninety percent water and only ten percent oil. The water which rises with the oil is salt.

Following the filtration and evaporation process at the pits, the crude oil is then pumped to the refinery by means of pipe lines extending to the storage tanks at the plant.

The first process in refining is to put the crude oil through the crude treaters which remove all the water and prepare the oil for the distillation process.

The distillation unit is made up of two towers. The oil is heated and passed first into the atmospheric tower where further heating breaks it down into three distinct kinds of oil—road oil (suitable for making asphalt roads), gas oil (suitable for further refining into gasoline) and light lube distillate (suitable for further refining into light lubricating oils). Gas oil and lube distillate are not further refined at the Berry Asphalt Company, but are sold and shipped away to other points. The

road oil is sometimes sold as road oil, but more often this is fed into the second tower—the vacuum tower which breaks it up still further into asphalt flux, heavy lube distillate and SAE 20 distillate.

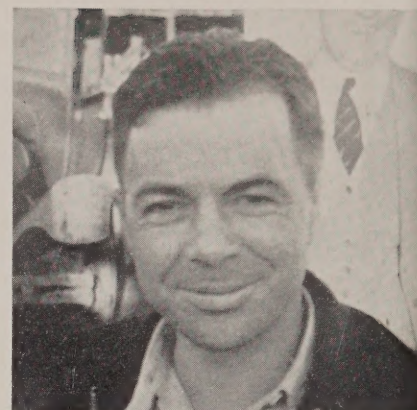
Asphalt flux is pure asphalt ready to be "blown" into various grades according to the use for which it is wanted. At our own Roofing Plant in Norwood we receive our asphalt in the form of flux, and blow it at our own stills. The Berry Asphalt Company has four stills for this same purpose, where the asphalt flux can be refined to the exact grade desired. Thus, although a number of by-products come from our newly-acquired crude oil refinery, only the asphalt itself is completely refined at the plant. All the others are shipped away to other companies for the final processes.

Executive Officers

Vice-President and General Manager of the company is Mr. H. B. Puller, whose office is at our Chicago Roofing Plant. Mr. B. P. Soward is the Auditor and is also located in Chicago. At the Waterloo plant Mr. J. W. Smith is the General Superintendent with Mr. R. A. Chubb as Assistant. Superintendent of the Leases (where the wells are located) is Mr. Roger Smith.

In the last few months several of our East Walpole executives have visited at Waterloo, completing the reorganization of the plant and tying its business in with our own. From these officials we receive glowing reports of the fine group of new men who have become a part of our larger organization. They are a hard working group doing a fine job.

Roger Smith, Superintendent of the leases at Waterloo, Arkansas.



James W. Smith, Superintendent of the refinery at the Berry Asphalt Company.

We are pleased to know also that they are already completing plans for organizing a Plant Council, similar to ours and as time permits we feel sure they will eagerly join our other employee organizations.

The Code of Codes

[From the Kalends of the Williams & Wilkins Co.]

CALL it by whatever name you will, be it the dole, the relief, old age pensions, community welfare, widows' and orphans' pensions, or what not, the indubitable fact remains that the true name is governmental paternalism. Disguise it as you may, sugarcoat the pill as you will, the truth inheres that all history attests that paternalism under governmental auspices has sapped the virility of every nation that has tried it.

It will sap the strength of a nation as mighty as is that of the United States of America if too long endured, for nothing is more demoralizing to individual initiative than to force the provident and energetic, by governmental decree, to care for the improvident and those afflicted with laziness, congenital or acquired. What is less just, more inhumane, than to compel those who achieve middling success, by living industrious lives, to bear upon their backs the burden of those who never will work as long as government is willing to feed, shelter and clothe them at the expense of its most useful citizens?

It would seem that present social and governmental trends place a premium upon beggary. It requires

but little time for toil to become an agony to those who have been paid for loafing.

"Old age pensions" has a mellifluous sound, but may it not also accentuate the prevalent disregard of the natural urge toward thrift and providence? In the immediate post-war days "flapperdom" and "flaming youth" coined the phrase of "I should worry." The advent of the financial debacle squelched the flippant use of the phrase, but it seems that there is grave danger of its resurrection by those who are becoming habituated to living upon the toil and at the expense of others.

The end? Who is rash enough to formulate an answer and not admit that after all it is but a speculation? One thing, however, is certain. It was placed upon the record thousands of years ago. It was true then; it is true today. The record is in the third chapter of Genesis, verse 19, and it reads: "In the sweat of thy face shalt thou eat bread, till thou return unto the ground."

Such is the immutable law of life, and not one iota of it can be changed by Communism, Naziism, Fascism, Socialism or the New Deal.

Of all codes of law, the Decalogue remains supreme. Its observance today by the generality of mankind is as needful as it was when first promulgated thousands of years ago. It is the Code of Codes.

—Reprinted from the Boston Evening Transcript.

A lady who had employed a Chinaman as a cook asked him his name.

"Me name San Toy Lee," he said.

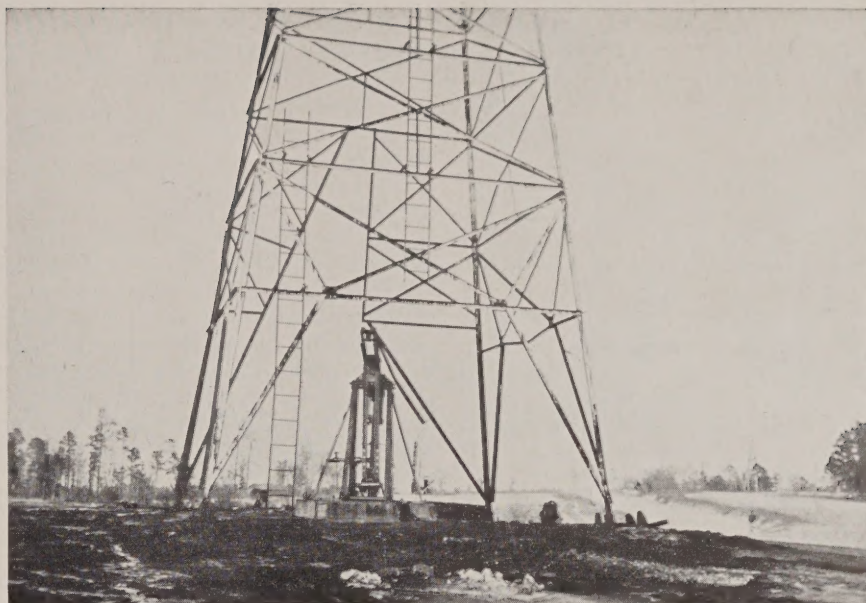
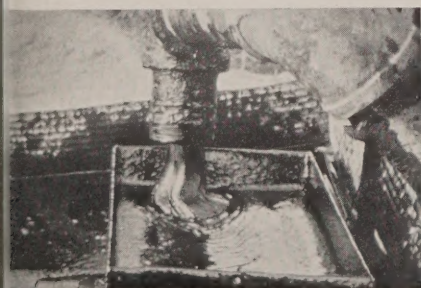
"Ah, your name is too long," the lady replied, "I will call you John."

"All right," responded John, "what's your name?"

"Mrs. Charlotte Anne Hemmingway," she told him.

"Your name too long too," remarked John, "I call you Cholly."—The Highway Traveler.

Like molasses candy the crude oil pours out of the pipes into the pits. A series of buckets like the one in the picture automatically measure the quantity of oil and then dump it into the pit below. There is one of these measuring devices for each well.



A close-up of the pumping machinery at an oil well. The pumping is done by the machinery in the center, while the big derrick is used in installing the piping to the source of the oil 1200 feet below the surface.

"Cocoanut" Lamps

Most of us have probably never even heard of lamps made from cocoanuts or from starfish—much less seen any, but we have a fellow worker who has made them by the dozens.

Joseph Tomm of the East Walpole Stock Transfer Department used to spend some of his winters in Florida, working in the orange groves. He had a friend who worked for a novelty manufacturer, and during the slack season, Joe used to visit this friend at his workshop where the men carved electric lamps out of cocoanut shells. It didn't look so very difficult, so Joe decided to try making some himself. He admits his first attempts were pretty crude, but he was a good scholar and before long found himself quite an expert.

When he came north again he brought with him a generous supply of material and began making lamps both to sell and to give to his friends. A large cocoanut shell forms the base of the lamp, and cocoanut branches support the "shade" which is another half-shell of cocoanut, covered with cocoanut palm leaves. The leaves form a series of scallops like the edges of a silk shade and are translucent so that the light shines through. Many of his lamps are further decorated with small knobs of "willow"—a plant that grows only in Key West, Florida,

and that has such a hard wood that nails cannot be driven through it. All nail holes have to be bored through. He makes several different styles of lamps, some with two or three half-shells forming the shade, some with electric clocks set into the base, and some with a base made from a starfish shell. He finishes them with a hard shellac surface.

Joe says these are very popular novelties in the south and he has found them very popular here also; one lamp which was auctioned off recently brought as high as sixty dollars.

When Camping

Things to remember when camping or picnicing this summer—

1. Bring your own water supply. You can almost always find a spring or brook, but you can't rely on all the typhoid cases pulling through.

2. Don't try all the fruits and berries. You may find some that will taste good even if they're poisonous.

3. Don't wander off by yourself and explore. If you forget what direction the party is in you'll perhaps have the fun of a night alone in the woods.

4. Don't poke into all the hornets' nests and bee trees; though it may be amusing to watch the home life of the insects.

5. Don't scatter broken pickle bottles, sardine tins and papers about the picnic site. You'll probably be able to find it the next time you come.

6. Trample out the camp fire before leaving. There isn't nearly as much sport in setting fire to the woods as there is in roasting potatoes.

George Russell Wyman

An Appreciation of One of Our Greatest Executives

By Elmer H. Bartlett

GEORGE RUSSELL WYMAN, whose sudden death on April 5, 1935, was a great shock and a real loss to us all, was a man of unusual ability with a keen, inventive mind and an understanding of human nature rarely found in the same individual. To look back over his many years of successful accomplishment at Bird & Son is to understand at once why he rose to one of our most important executive posts.

He first came from Dorchester on March 17, 1887, to work for F. W. Bird & Son under Myron H. Piper, the foreman in the Box Shop. Almost his first duties were in the making and repairing of the dies for the tack boxes and telescope wrappers. He had spent the five previous years in his father's shop (Moore and Wyman) learning the machinist trade, so he came to us well equipped for a young man of twenty years.

During all his early years here he was ever active with all machinery and parts in connection with the Box Division, until he finally took over the Superintendency of the Box Shop in 1892. He was always a very close worker with Mr. Charles S. Bird, Sr., who also had a very keen, in-

ventive mind when it came to the making and running of the many different machines in the plant.

We were growing fast, and by hard work and long hours were solving new problems, and Mr. Wyman was



George Russell Wyman.
April 29, 1867 — April 5, 1935

one who was always on the job and never tied to a whistle. When breakdowns occurred Mr. Wyman was the one who came to the rescue, getting us out of our troubles so that we could make good on promises that were given. Even

when faced with unforeseen happenings it was a rarity that we fell from grace and didn't make good on time.

He was possessed of one of the keenest, most ingenious, inventive minds which at times seemed more than human—talented in a special degree when it came to any thing mechanical. He also had real executive ability, with great capacity to advise. He was a man of sterling worth and a man of faith—faith in himself, his employer, his workers, and his products. He was conscientious in his duties and sympathetic to a fault, with an outstanding devotion to his family.

We will miss his counsel and guidance in our daily work, but the trail he blazed will be followed in respect and reverence. We are all bereft of one of the truest and noblest friends. His life was an inspiration to those who worked with him. He will always be remembered as one of the greatest minds ever associated with Bird & Son—a mind whose greatness did not overshadow a sincere and sympathetic friendship for all who were associated with him.

Mr. Wyman a Prolific Inventor

IN the preceding paragraphs Mr. Bartlett has given us a fine appreciation of Mr. Wyman's character. It is equally interesting to discover what truly remarkable accomplishments he achieved for our business and for himself.

He came with us as a machinist in 1887. Five years later he was made Superintendent of the Box Shop, holding that position until 1911, when he was given charge of manufacturing in Norwood and Hamilton, in addition to his Box Shop duties. In 1915 he became General Manufacturing Manager in charge of all plants—at East Walpole, Norwood, Phillipsdale, Hamilton and Pont Rouge. In 1927 he became a Vice-President. Relinquishing his active

duties on August 1, 1933, he took on Advisory and Consulting work which was of great value to the company, but which left him free from routine tasks and regular hours.

During his forty-eight years with us he developed and had patented nearly thirty inventions, most of them related to box machinery, and many of them of great value. At least ten of them are very outstanding.

About 1897 his first important invention was patented—a tube cutter used by cartridge companies to cut paper tubes into short lengths for shot gun shells. Although not used in our own mill, this was important in stimulating greater use of our cartridge paper.

The same year he patented a toothpick box, made in the Box Shop for many years. Two years later he designed another box which was used for photographic plate files and later for pocket cuspidors. Later that year he developed a machine for filling, weighing and gluing the ends of the American Sugar Company's boxes—an operation which was a very great time saver for them. In connection with this, James Kivlin who worked with him remembers that they made a trip to New York to set up this machinery. Afterwards the Superintendent of the plant invited them to a bar where beer was sold to the workers, but Mr. Wyman being a "dry," stepped up to the water cooler instead.

"H" Machines

In 1902 came a very important invention—the H Ending Machine which is still used today in setting up shoe cartons for our customers. One year later he developed a machine for packing coffee in one pound bags and sold fifteen of these machines to the American Coffee Company of Brooklyn.

In 1904 came another sealing machine. Duplicates of this were sold to Postum Cereal Company, N. K. Fairbanks Company, Lever Brothers in England, and many others. In 1907 he brought out a machine for making shoe carton lids with folded edges, and one year later developed a process for inserting a string along each edge of the shoe carton lids for reinforcing.

Although these are considered his outstanding achievements, he brought out many other useful inventions all during his career, some of them being as recent as 1932 and 1933.

Interesting Facts in

Mr. Wyman's Life

MR. WYMAN was born on April 29, 1867, in Melrose, Mass. He attended the public schools in Dorchester and spent five years in his father's machine shop learning the machinist's trade. Soon after coming to East Walpole in 1887 he married Miss Alma Leslie, and from that union one daughter was born, the present Mrs. Bessie W. Bartlett of Sharon. The mother passed on during the year 1888.

His first home was the Warren Morse house on East Street, located where now is the No. 1 Box Shop. When the railroad was put through, this house was moved up the same street to the west, and is still there today.

Mr. Wyman married a second time and he and his new bride, Miss Emily Kimball, moved to the Kennedy house which is the present St. Mary's Rectory on Union street, taking into this large house a few roomers, making a happy family of five young persons, all about the same age.

A few years later he built his first East Walpole house, now 208 Washington Street, and in 1903 he built and moved to the present Wyman homestead on Union street.

In addition to his offices with Bird & Son, Mr. Wyman held many important positions at various times in the community and in company organizations. These include: President, EMBA; President, Bird Club; Director Neponset Credit Union; Chief, Bird & Son Fire Department; Member Fire Chiefs' Association of Massachusetts; Member Technical Association of Paper and Pulp Industries; Member of Committee on Mill Waste, Technical Association; Member American Management Association; Member Walpole Board of Selectmen, 1909, '10, '11. Member, Finance Committee, Town of Walpole; Director, Walpole Trust Company.

Liked Travel

During his later life Mr. Wyman became much interested in travel as a relaxation from his strenuous office duties. Every Spring for several years he took extensive trips—to Europe and the Mediterranean, to Florida, Bermuda and the West Indies, and to the West Coast.

He is survived by his widow, two daughters, Mrs. Bartlett of Sharon and Mrs. Alice W. Rogers of East Walpole, and one son, Mr. George Russell Wyman, Jr., of East Walpole. To them we extend our deep and sincere sympathy in the loss of one whom we all esteemed very highly.

SELF-DEPENDENCE

Many an unwise parent works hard, and lives sparingly all his life for the purpose of leaving enough to give his children a start in the world, as it is called. Setting a young man afloat with money left him by his relatives, is like tying a bladder under the arms of one who cannot swim; ten chances to one he will lose his bladders and go down to the bottom. Teach him to swim and he will not need the bladders. Give your child a good education. See to it that his morals are pure, his mind cultivated, and his whole nature made subservient to the laws which govern man, and you will have given what will be of more value than the wealth of the Indies. You have given him a start which no misfortune can deprive him of. The earlier you teach him to depend upon his own resources and the blessings of God, the better.—Anon.

A CUT + NEGLECT = INFECTION
A CUT + FIRST-AID = PREVENTION OF INFECTION



Phyllis Mae Duquette at the age of one year. Last year Phyllis won a prize as the first baby born in the month of May in Norwood. Her father is William Duquette, No. 2 Box Shop.

I Think!

You say "I think" ten times a day,

Or fifteen times, or twenty,

And even more. Well, anyway,

You sure repeat it plenty.

But pause and ponder half a wink

And start your brain-cells clinking;

"I think" you say, but do you Think

Or only Think you're thinking?

How often is the thing you've thought

Out of yourself created

And not a dictum you've been taught

And simply imitated?

Into a reverie you sink

And like an owl you're blinking,

But do you actually Think,

Or only Think you're thinking?

"I think," you say—and ladle out

Some musty old opinion

That probably was known about

In Pharoah's dominion.

Do new ideas ever slink

Into your cranium's clinking?

I wonder—do you really Think

Or only Think you're thinking?

Traditions, customs, fill your head,

And some of them have virtue,

But most of them have long been dead,

They fester there and hurt you.

Son, chuck that clutter in the drink,

Wake up—don't sit there blinking!

Wake up! and then perhaps you'll think

And not just Think you're thinking!

—Tips and Topics.

Questions and Answers

1. What effect has the Federal Housing Act had in stimulating business in this country?

2. How many producing oil wells have we on lease in Waterloo, Arkansas?

3. What is the average depth of these wells?

4. What new construction is being done at the Flooring Plant?

Answers to these questions will be found on Page 17.



Entrance to our New York office

Effective Display of Products in New Metropolitan Office

COMPLIMENTS ON OUR New York office have been coming so thick and fast that we wish every Bird & Son worker might have the opportunity of visiting the new quarters in person to see for himself what a really fine job has been done. Without question it is our finest display of Bird Products and a remarkable illustration of the quality and the completeness of our line.

At the door is a Duracork floor in modern design with a Bird & Son trade mark inlaid in the center, even including the Neponset girl and the rain drops. Within the large office three good sized rooms are constructed in the form of houses; brick siding forms the walls and various blends of Bird shingles cover the roofs. The interior walls are of Bird Wall board. The trimmings, the doors and the casement windows which open into the office are painted an ivory shade, antiqued so as to look aged. Curtains in the windows and fine interior finishing add to the attractiveness of each room. Two of these "houses" are used as conference rooms. They each have three windows facing the street, in addition

to the casement windows inside. Each room is equipped with a telephone and is so constructed that it can be entirely shut off from the rest of the office, for use in private conference. The third "house" is a storeroom where all files, case-samples, and books are stored out of the way. All three rooms have Chromalin floors.

Two desks, occupied by Harold Murley and Miss Marion Murphy are located near the entrance to the office. Beyond the houses is a section of the room devoted to an elaborate floor covering display. All our most attractive rug and floor covering patterns, some display signs, and a large cabinet containing 36" x 36" samples of floor covering fill this space. The entire floor area is covered with a beautiful brown pattern of Chromalin.

Recently another display rack has been added on the wall next to the outer door of the office. Four shelves, built of harmonizing colors of Duracork, run the length of the wall and on these are displayed samples of almost every product we make—right through the line from shoe

cartons to plastic cement.

The office is ideally located on the twelfth floor of the Textile Building, 295 Fifth Avenue, which is the center for all large rug and floor covering business.

It is pleasing and somewhat astonishing to see what remarkable results have been accomplished with Bird Products here. We have long maintained that our floorings and roofings were of the highest quality, but they have never been combined for display purposes more effectively than here. Perhaps the attractive Chromalin patterns come off with first honors, although Bird Shingles and Sidings run a close second. Duracork here proves its adaptability and effectiveness for borders when used with Chromalin and also its own beauty when used alone.

The set up of the entire office was well-conceived and has been equally well carried out. For effective display and real beauty in a striking, individual setting we have yet to see its equal. Every Bird & Son worker who goes to New York should take the time to visit this office. It is a matter of satisfaction and not a little pride to realize that we are part of a company whose quality products can make such a fine display.

New Displays at Chicago and East Walpole

ALONG with the elaborate improvements at our New York office, very effective changes have been made at both East Walpole and Chicago during the past six months.

About the first of the year the Chicago Floor Covering Sales Division moved into new quarters in the Lytton Building, Chicago, which is the merchandising center of the floor covering industry in that city. In last month's *Review* we showed a picture of this fine new office. Like New York, it has modernistic Duracork floors at the entrance with Chromalin floors for the inner offices and display rooms. The display is limited to floor coverings, as they are the only products sold through this office, but it is a very effective display and has received many compliments.

At the East Walpole office a modern floor of Duracork has been

laid over the entire first floor space, occupied by the Box and Carton Sales Departments. Large areas of different shades of Duracork are inlaid with contrasting narrow strips. Duracork is particularly adaptable for such work because it cuts so easily, wears like iron and is available in a wide variety of colors. As time permits a Duracork floor will also be installed at our main entrance, with an inlaid trademark similar to those at Chicago and New York.

Hospital Notes

Poison Ivy—Sunburn

EVERY year at this time our plant hospitals are crowded with people who have had an overdose of Spring fever. Poison ivy infections and bad, painful sunburns are the result—and believe us, they are no fun at all.

Poison ivy grows all too plentifully in this section of the country, and every part of the vine is poisonous. We all know its shiny green leaves, which grow in clusters of three, but we don't always seem to know enough to keep away from it. If you do touch it accidentally, wash your hands as soon as possible with plenty of soap and hot water. If the infection starts, report to your hospital or see a doctor immediately. But the best "cure" is to stay strictly away from all poison ivy vines.

Sunburns with some people are even more serious than ivy infections. It's fine to get into the sunshine as much as possible—everybody should, but it is absolute foolishness to lie all day, or half a day, in the bright sunshine on your first trip to the beach. There is no danger if you expose your skin gradually to the sun's rays, but there is danger of painful suffering and even serious illness if you get a bad sunburn. A sun burn which causes your skin to blister is every bit as bad as a burn caused by a hot flame or scalding water.

Enjoy your week ends, but use common sense, and then those Monday morning trips to the hospital will not be necessary.

"Has your husband taken the medicine I prescribed? A tablet before each meal and a small whiskey after?"

"Mebbe he's a few tablets behind, but he's months ahead wi' th' whiskey!"

Suggestion Awards

April

Classified as showing an Improvement in Product and given an award of \$25.00:

Valve at Pressure Roll, FXCM2—Charles Mutch, FXC

Classified as showing a saving in Manufacturing Cost and given an award of \$10.00 each:

Carrier for Removing and Cleaning Base of Crusher—Francis McMahon, FBW
Collars for Wooden Cores on .009 Kraft—Charles Mutch, FXC

Classified as of Intangible Value and given an award of \$5.00 each:

Guide for Yoke Hooks on Roll Stands at FXCM1—James Constantine, FXC
Belt at Conveyor—Samuel DiFlaminies, FBF
"Gatke" Friction Blocks for Clutch at FXRM34—Ernest Field, FXR
Guide on Shingle Conveyor to Stock Sheds—George O. Gross, FBF
Change Location of Rule on Big Slitter DFGM2—Francis J. Howe, DFF
Guard for Stop Buttons at Granule Plant—Reuben Lipschitz, FBW
Platform Back of No. 5 Machine—Patrick Maguire, FBP
Eliminate Tearing on Folding Refrigerator Strips—John Wilkes, FXB
Extend Signal Button to Oiling System FBPM1—John Wosner, FBPM
Adjustment of Winder Roll FBPM1—John Wosner, FBPM

Charles Mutch was also given an additional award of \$10.00 for five accepted suggestions.

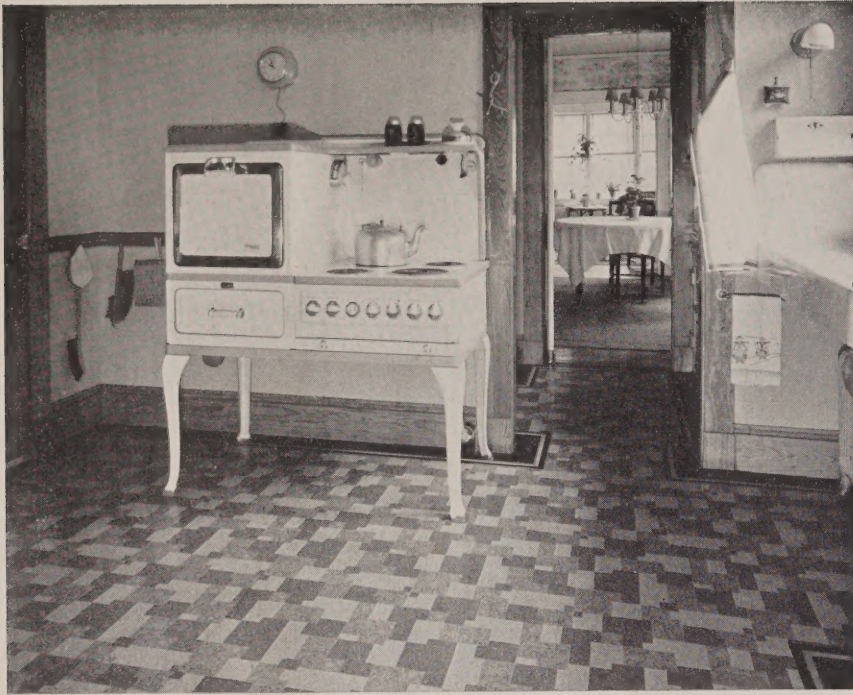
May

Classified as of Intangible Value and given an award of \$5.00 each:

Guard at FXRM3—Byard Bennett, FXR
Pressure Block for H. Machine—Leroy C. Gardner, EMM
Change Position of Switch for Conveyor Belt—George O. Gross, FBF
Spit Guards on Line Box—Harvey Hayward, FFP
Move Watchman's Box at FF28—Albert Haywood, FFV
Metal on Floor under Box Rotaries—Lawrence Hubbard, FXR
Valve for Oil Drum in No. 1 Screen Room—Antti Juhola, FFP
Neutralizer Insulators at FFG—Harry Kauppinen, FFG
Jogging Blocks on Cut-off Knife, FXB—Frank LaCivita, FXB
Angle Iron for Putting Rolls on FFPM1—Roy H. Massey, FFP
Flared Top on Soot Chute—Andrew O'Malley, ERB
Scraper for Cleaning Plate at FXCM2—Thomas Paquette, FXC
Method of Spreading Shingles—Thomas Smith, FBP
Stop for Pipes in Hanger—Peter A. Walsh, FFG

Rug display in the New York office, with the new Chromalin floor. The large ebony-finished cabinet was built by the Walpole Woodworkers and contains more than twenty drawers with samples of floor covering.





Attractive kitchen of Mrs. Samuel H. Kay, Woodland Road, East Walpole, with its floor of Chromalin. The colors are blue and cream

Chromalin

Distinctive, Smart, Serviceable

CHROMALIN is our newest floor covering product, with a richness of beauty previously found only in costly inlaid linoleums, and with a quality and durability unequalled in its price field.

For the first time it brings inlaid linoleum beauty to a felt base floor covering. Never have we produced a more beautiful floor. The patterns are modern, simple, and in complete harmony with the appointments of the most modern homes. The colors range all the way from soft pastel shades, through warm neutral tones, to striking, distinctive colors. There is an appropriate Chromalin floor for every room in the home or in public buildings where hard surfaced floor coverings are practical.

Patterns and colors go all the way through the thick mastic surface, promising long life and lasting beauty, no matter how severe the traffic to which they are subjected. The original softness and richness of the colors does not wear off. The material is very flexible and because of its waterproofness does not need to be permanently cemented to the floor. It sheds dirt as easily as a duck's back sheds water, and can be quickly cleaned with mild soap

and water. Strong soaps are not necessary, because the dirt can be removed so easily.

This product has been developed entirely in our own laboratories and is now manufactured at our Flooring Mill. The wearing surface is a mastic, frictioned onto a saturated felt base under heavy pressure. Colors are then impregnated into this mastic surface, so that the final product is in one continuous layer, free from joints, and yet with a through and through color which can not wear off. Chromalin has very little tendency to dry out and therefore retains its toughness for years.

A great many installations have been made in homes and offices—each one adding further proof to the exceptional qualities of this new floor. Our new offices at Chicago and New York are laid with Chromalin, and everyone is enthusiastic over its smart appearance. A picture of the New York office appears in this issue.

Nit—"There are an awful lot of girls who don't want to get married."

Wit—"How do you know?"

Nit—"I've asked 'em."—The Log.

New Tablets

Prevent Exhaustion

SCIENTISTS have just recently discovered a simple and effective treatment for the prevention of "heat sickness" and muscle exhaustion which sometimes attacks those who must work in very hot temperatures.

The treatment consists of small tablets of sodium chloride taken with a glass of water—about four to six tablets a day being enough to prevent any trouble. Sodium chloride is nothing but plain table salt. A number of years of scientific research have proven that almost all so-called "heat sickness" such as cramps, nausea, dizziness, and general muscular exhaustion are the result of sweating an excess of salt from the muscular tissues. These salt tablets help to keep the correct amount of salt in your body at all times and will make you feel much more comfortable on a hot day.

Some people have the impression that the tablets stop you from sweating. This is not true. What they will do is make you feel less tired out and more like doing a real day's work, no matter how hot your work is.

There is a dispensing machine in each of our departments where the work is excessively hot and extra tablets may be obtained upon request for all real hot jobs which are only temporary. We hope you will make free use of these tablets and hope also that you will get a real benefit from them. We shall continue to do everything possible to make working conditions good through proper ventilation, but there are some jobs which will always be uncomfortably hot, and for these the salt tablets should be a great help. Try them and let us know how you like them.

Heard at the Box Shop

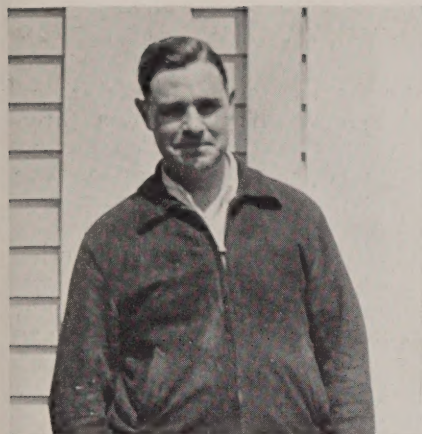
A certain old-timer: What kind of teachers have they in evening school?

Co-worker: Why?

Old Timer: Well I went to school last night and she couldn't spell my name.

Co-worker: How do you spell it?

Old Timer: "I don't know, but she's supposed to, she's a teacher!"



Charles Mutch, No. 1 Box Shop.

An Unusual Record

CHARLES MUTCH, No. 1 Box Shop, who received an award of \$25.00 in April for a suggestion which improved a product, has had a remarkably fine suggestion record over the past ten years. His first suggestion was entered with us in 1925, and since that time he has had thirty-two accepted suggestions out of eighty-three submitted.

Two years ago one of his suggestions received the \$100.00 award for the best suggestion of 1933, and a special additional award of \$50.00. In 1931 he was given a special award by the S. M. Langston Co. for a suggestion which greatly improved one of their machines in use at the Box Shop. In 1931 he also received a special award from Bird & Son on another suggestion.

Since 1929 he has four times received extra awards of \$10.00 for five accepted suggestions.

The Suggestion System has certainly been worthwhile for Mr. Mutch, and his suggestions have undoubtedly been very worth while for Bird & Son. We congratulate him on this very fine showing of the past ten years, with the wish that he may continue his good work for the next ten years to come.

Bird Containers for Textile Shipments

EMPHASIZING the excellence of Bird wood frame solid fibre Shipping Containers for shipments of all textiles, Bird & Son is running a

series of advertisements in the Daily News Record for thirteen weeks.

This publication is the leading magazine read by textile makers, and our advertising is expected to have very definite results. Our fibre board is especially good for carrying textiles because it is resilient and has a smooth finish. No inner liner is required to protect delicate goods. It stands up well under rough handling, and even if punctured it cannot splinter and cause rough edges on which goods may be torn. In fact, a small puncture does not even spoil the usefulness of the container. The damage can be easily repaired by the use of gum strip, leaving the fibre box as good as new, ready for another consignment.

These advantages are all important in shipping textiles, furnishing us fine talking points for the sale of our product.

The Spirit Behind the Task

by
B. W. Elsom

Assistant General Superintendent,
Boston Store, Milwaukee, Wis.

THREE or four hundred years ago the navies of the countries of Europe consisted of fleets of galleys. A galley was a long wooden ship, from the sides of which extended rows of oars. The men who pulled these oars were galley-slaves, generally prisoners who had been captured in foreign wars. They were husky fellows, with muscles hardened by heavy and continuous labor.

In order to avoid the possibility that these strong fellows might get together and rebel against their captors, the galley captains (kindly souls) chained each slave fast to his oar with heavy chains. To insure that no oarsman would lag in his task of pulling his oar, an overseer armed with a long wicked whip walked up and down the deck. Any rower who slackened in his efforts soon felt the bite of that cruel lash across his bare shoulders.

That is our first picture. I would like to compare it mentally with a second picture, a picture of another boatload of oarsmen. These eight husky fellows are the oarsmen of a modern college crew. A crew on the water is a beautiful sight. The big

oarsmen, tanned brown by wind and sun, pull on their eight oars with such rhythmic harmony that they appear animated by machinery. Their big shoulder muscles swell under the stroke. The long shell cuts through the water at racing speed, its sharp prow tossing up two little white puffs of spray.

These are our two pictures. Now let me ask the questions. First, which crew do you think gets the most fun out of the rowing?

A foolish question. There is no joy in the heart of the galley-slave, driven unwillingly to his task under the threat of a whip. But look at the college crew, *doing exactly the same task* and getting all kinds of fun, all kinds of thrill, all kinds of sport of it! Watch them as they sit with tense muscles waiting for the starter's gun—eager to bend to their oars, eager to pull and pull to the last ounce of strength, and then pull some more—for the glory of their school and their coach and their comrades! After all, it matters little what school they are pulling for, whether it be small or big, whether its colors be red or blue,—it's the spirit behind their pulling that counts.

Enthusiasm Counts

We all have an oar to pull. The amount of fun that we get out of our lives depends entirely upon the spirit that we put into our pulling. We can plod through our daily tasks because we have to, because the whip of necessity goads us on, or we can tackle the job with the spirit of the college athlete.

The second question is this: Which crew do you think is most efficient?

Another foolish question. You know instinctively that teamwork is a more efficient incentive than compulsion. If it were your job to train the best and fastest crew you could, you would not hesitate in your choice. You know that no eight galley-slaves could beat a college crew.

The reason is that in the college shell there ride eight men, PLUS ENTHUSIASM! Enthusiasm, that wonderful intangible something that makes hearts and muscles and minds capable of bigger accomplishments. That enlivening spirit that adds fun and joy to the doing of any task!

—Reprinted from Progress Magazine



New Mechanical Display

At the left is our new mechanical display for Neponset Floor Covering. By means of hidden electromagnets, two baby's shoes are made to shuffle mysteriously around over the surface of a Neponset Rug.

This display attracts the attention of the onlooker, centers his interest on the rug, and subtly suggests the appropriateness of Bird floor coverings in homes where the constant wear of children's feet makes a severe test for any floor covering.

Directly back of the rug is a flashing sign—Neponset Headlines—which flashes the following statements: "Only Bird Neponset Rugs and Floor Coverings have the waxed back;" "The waxed back prevents sticking to the floor;" Bird Rugs are waterproof, stainproof, easy to clean."

Bird Finance Plan

New Venture Proving Highly Successful

DURING the three months that the Bird Finance Corporation has been in existence it has grown by leaps and bounds and has been invaluable in helping the sales department obtain new business. In the Eastern Division alone 605 notes have been written, with a total value of about \$300,000.

This new corporation is "double-barreled." It works not only to our advantage, but to the advantage of our dealers and applicators and to the homeowner as well. We and our dealers get new business, the homeowners benefit from much needed improvements on their property, and the entire transaction is guaranteed by the government against loss up to 20% of the aggregate.

To make use of the Finance Plan, our dealers and applicators must first fill out application forms which are returned to our office for investigation, which consists of an inquiry into the type of work, the equipment, and the financial responsibility of the applicator in question. When this application is approved, the applicator is declared satis-

factory and the proper forms for financing are sent to him.

Some dealers have their own application department, and some applicators work independently of any one dealer. We approve both types of concerns, providing that they are reliable companies and will guarantee the quality of products required other than Bird products which may be used in the work on which a loan is made.

Working alone, or many times in conjunction with a Bird salesman, the dealers will approach a homeowner and offer him the service and convenience of the Bird Finance Plan to finance a new roof, a new room, or whatever his home may need the most. A contract for the job is then signed by both the contractor and the homeowner, with the stipulation that at least 25% of the amount to be financed be Bird merchandise.

The dealer fills out a Property Owner's Credit Statement—a government form giving full details about the property to be improved, whether the taxes are paid, whether or not there is a mortgage, the amount of the annual salary of the owner, etc.

This information sheet and the contract for the job are forwarded to our East Walpole, Chicago or New York offices.

The dealer or applicator next makes out a credit inquiry ticket, based on the information already obtained from his prospect, and sends this along to the nearest office of the credit bureau named by Bird Finance Corporation to handle this business. The credit bureau reports to the East Walpole, Chicago or New York office, and with the information obtained from these various sources, our office determines whether or not the Finance Corporation will purchase the note of the home owner upon completion of the job. The dealer is notified as to the decision, and this is his authority to go ahead with the job.

When the work is completed, the dealer has the homeowner sign a note, covering the full cost of the job, plus finance charges. The payment is in installments over a period of from one to three years (five in special cases) and no down payment is required. No loan is written for less than \$100 nor more than \$2000. The interest charges are limited by Government order to not more than 5%. In every case the income of the borrower must be at least five times the annual payments on the note. This note also carries a state-

ment that the owner considers the job satisfactory. The note is made payable to the applicator who endorses it to the Bird Finance Corporation, without recourse. When we receive the note, we check it against the information we already have on the account, and then pay the dealer the amount of the contract.

At the same time a coupon book is issued to the homeowner—one coupon to represent each monthly payment—and full instructions are sent him as to when and how to make his payments to us.

A number of dealers are finding the plan a convenient means of paying for their purchases from Bird & Son, by instructing the Finance Corporation to pay their bill to Bird & Son from the proceeds of the note which we would ordinarily send to the dealer. This aids the dealer in settling his account with us and improving his credit standing.

Personnel

The officers of the Bird Finance Corporation are A. H. Anderson, President, Dimon Merrill, Vice-President, Arthur Garland, Vice-President and Wesley Ahlgren, Secretary, Treasurer and Clerk. In addition, the following people are devoting all, or most of, their time to this work: Arthur Mellin, Irene Rivera, Carolyn Delaney, at East Walpole; H. S. Hanna and B. P. Soward at Chicago, and Harold Murley at the New York office. The New York Office handles Metropolitan New York, Pittsburgh and adjacent territory. Both Chicago and New York approve the contract papers, notify the applicators that we will purchase the notes, and then forward the papers to the East Walpole office.

All these transactions are carried out under Section 1 of the National Housing Act. Every loan is reported to the government and notification is also sent at the time a loan is paid in full. In operating under this Act we are given a contract of insurance from the government which protects our loans against loss up to 20% of the total aggregate. Because of the careful investigation made before the loan is granted, there is little likelihood of any loss. It is a reasonable credit plan, profitable for us and our dealers and a great help to the homeowner who wants to remodel or repair his residence, but cannot obtain the necessary credit

to do so. Until the Housing Act became effective, there had been no satisfactory provisions for time payment on building and repairing activities. Those who were not able to pay cash simply did not have the necessary work done. Thus a great new field of business has been opened up; building trades generally are being greatly stimulated, and homeowners who are good credit risks are being allowed to purchase a roof or build an addition as easily and conveniently as they have for many years purchased automobiles, refrigerators and household furniture.

Bird Tennis Club

by
Frank Clem

THE East Walpole Tennis Club met on May 21 and voted to join hands with the reorganized Bird Club and become the Bird Tennis Club.

The dues this year will be \$1.50 for Bird Club members and \$2.00 for other Bird & Son workers or residents of Walpole and East Walpole. The players are rapidly rounding into their old form and expect to continue their success of the past in the matches with other clubs.

The matches scheduled at this date are the Loring Greenough Tennis Club of Jamaica Plain on May 26th at East Walpole and the Charles River Club of Medway at East Walpole on July 2nd. The return dates with these clubs have not been settled as yet.

Thirty Years of Continuous Service

IT is a pleasure to congratulate our good dealer, the Carolina Lumber Company, Huntington, West Virginia, who is this year celebrating thirty years of useful service in its community.

On March 23rd the company observed a special anniversary celebration, formally opening a beautiful new display and sales room. Many friends from several sections of the country attended and said that the new offices were very fine indeed.

Carolina Lumber Company has carried the Bird line of roofings and

Safety Jim Sez:



The car to watch is the car behind the car in front of you!

building products continuously for twenty-three years.

Pigeon Races

WE'VE been hearing so much about pigeon races lately that we began asking questions, and this is what we found—

An organization known as the Norwood Homing Pigeon Club is scheduling a series of pigeon races which began early in May and which will end approximately June 21. Homing pigeons, owned by the members of the Club will compete in flights from various parts of Massachusetts, New York, Ohio, and Detroit, Michigan. To the winner of this series a beautiful trophy is being presented by Mr. Harry F. Allen of Norwood, appropriately inscribed.

Four Bird & Son men are members of the Club, three of them are officers. Henry Dowdie, No. 1 Box Shop is President; Joseph Marsh, Roofing Plant, is Vice-President; and Louis Silvestri, Roofing Plant, Secretary. Tony Malacinski, Flooring Plant is a member and also James Ferrara, Flooring Plant.

In our next issue we'll let you know the winner of the trophy.

First Hunter: Hey, Nick, are you all right?
Second Hunter: Sure thing.

First Hunter: Are you sure you are all right?

Second Hunter: Yep, all O. K.

First Hunter: Good, then I've shot a bear.

—Capper's Farmer.

BIRD'S NEPONSET REVIEW

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In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

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E. M. Grout A. S. Blaney
Printing Foreman, F. R. Meyer

**Beware of the man who promises more
than you have a right to expect.**

A Hearty Welcome

IT is a pleasure to welcome the employees of the Berry Asphalt Company into the Bird & Son organization. Although Waterloo and East Walpole are nearly fifteen hundred miles apart, we hope to become well acquainted with our new fellow-workers through the columns of the *Review* and through our various business contacts.

In this issue of the *Review* we have described the manufacturing processes and shown a few pictures of the plant and its officials. In later issues we hope to print other pictures of the operations and the workers on them.

George Russell Wyman

IT is difficult to express in as fine a way as Mr. Bartlett has already done on an earlier page the loss we all feel in the death of Mr. Wyman. He was an executive who knew his job from the bottom up. He had been through the mill and could understand the problems of those who worked for him as well as make them appreciate his own difficulties. This understanding, supplemented by a naturally sympathetic nature made him friends wherever he went. One worked *with* him, not for him.

That he was possessed of an exceptionally brilliant mind there is no doubt; that he was a fine executive

was proven by his many successful years in this capacity; but that he always remained sympathetic and friendly, ready to help his friends in every possible way, is to many of us the finest point in all his character.

We respected his talent and genius, but we loved him as a sincere friend, and we shall keep the memory of that friendship always.

Check Up on Life Insurance

THERE is no time like the present to check up on your life insurance. Mr. Talmage Grady and his son Warren are here to help you and will gladly go over your problems with you. They may be able to show you how you can carry *more* insurance at *less* expense. We have had several such cases already in the short time the Gradys have been here.

One man was paying \$1.25 a week, carrying \$195 insurance on his wife, \$250 insurance on two children and \$200 on three others, but not carrying anything on himself. Mr. Grady showed him how through the State Savings Bank Insurance plan he could pay only \$1.12 each week, carry \$1000 on himself, \$500 on his wife and \$250 on each of the five children. Going still further, this man might drop the insurance on his children entirely, carry \$300 on his wife and \$2000 on himself, for \$1.23—less than what he was paying for his original policies. This would be the ideal way for him putting most of the protection on himself so that if anything happened to him, his family would have \$2000 to live on until they could get readjusted. How much better this is than carrying all the protection on his family, and none on himself.

Safe Insurance

For more than twenty-five years Bird & Son has recommended Massachusetts Savings Bank Life Insurance to the workers, and today more than ever we believe it is the best insurance a man can carry. It is absolutely safe—if we didn't know so, we certainly would not recommend it. And it is far less expensive than any other insurance on the market.

Protect those you love with all the insurance you can afford to carry.

Use the most inexpensive insurance, which is at the same time safe and reliable—Massachusetts Savings Bank Life Insurance. Straighten out your insurance problems *now* with the expert advice of Messrs. Talmage and Warren Grady. Be sure to see them when they visit your department.

Robert H. Morse

ROBERT H. MORSE, one of our old timers, and for many years the head of the Shipping Department at No. 1 Box Shop, died at his home in Norwood on Friday, April 26, 1935. Mr. Morse had been in ill health for several years.

He was born in Roslindale in 1874, later moving to Norwood. He was a graduate of Tufts College, Class of '94, later taking a course in Electrical Engineering at Harvard. He came with Bird & Son in the shipping department in January 1907, learning the shipping game from the ground up, and gradually being advanced to the position of head shipper of No. 1 Box Shop in 1914.

Since 1932 he had not been able to work steadily because of ill health. The winter of 1933 he spent in Florida trying to regain his strength.

Funeral services were held at his residence on Sunday, April 28th. Many Bird & Son friends attended. Pall bearers were Benjamin Rogers, Russell Tupper, Ralph Farris, Arthur Colburn, Arthur Spear and Ernest Johnson.

He is survived by one son, Dr. Sibley Littig of Auburndale and a brother Frank, of Saco, Maine. To them we extend our sympathy.

Benefit Society for Norwood Italians

WE noticed the names of several Bird & Son men on the list of officers of the newly formed Italian-American Benefit Society organized last month in Norwood.

Paul J. Calderone is Recording Secretary and a member of the Board of Directors; Nicola Benedetti is Treasurer, Carlo Salvatorelli and Antonio Antonelli are on the Board of Directors, and Salvatorelli is also a trustee. Congratulations to these men and best wishes that their society may prosper and do a lot of good in the community.



Edwin M. Lines, Director of Research.

Edwin M. Lines Made a Director

MR. EDWIN M. LINES, Head of our Research Department, has recently been elected a Director of Bird & Son, inc., filling the place left vacant by the death of Mr. Wyman.

Mr. Lines has been with Bird & Son since 1921. He was born at New Haven, Connecticut, prepared for college at Cheshire School, and graduated from Yale in 1903, and in 1905 from M. I. T.

For a time he was associated with the Westinghouse Electrical and Manufacturing Company, resigning to form the Lines-Flynn Company, which is still in existence, dealing in contractors' machinery. In 1915 he joined the Barber Asphalt Paving Company at Maurer, New Jersey, and the following year became Superintendent of the plant. In 1919 he resigned to accept the position of Manager of the Production and Pipe Line Department in Oklahoma for the Pierce Oil Corporation.

Two years later he came with Bird & Son as Engineer at the Norwood Roofing Plant. Later he was made Assistant Superintendent in charge of the Floor Covering plant, under Mr. W. W. Wilson. When Mr. Wilson went to Chicago late in 1921, he became General Superintendent of the Norwood Plants.

In 1928 a Research Department was established as a separate department, and Mr. Lines was made Assistant Director under Mr. Wyman. When Mr. Wyman retired from active work in 1933, Mr. Lines was

given his present position as Director of Research.

We congratulate Mr. Lines upon his election to the Board of Directors, a position well-earned through many valuable years of service to the company.

Activities of the Plant Councils

As the recommendations and activities of the Plant Councils affect us all, we believe the following report will be of interest. We are listing here some of the more important matters discussed in recent Plant Council meetings. Similar reports will be made in the *Review* whenever significant subjects are discussed.

For several months the Roofing Councils (both at Chicago and East Walpole) have been working to secure from national Code authorities a regulation extending both the hours per week and the averaging period of hours during the busy season. So far we are the only concern which has made a complaint regarding hours of work. A definite request has been made, but no answer received yet. The recent Supreme Court decision on the N. R. A. may affect this regulation.

Through the Office Council a request was received that office pay checks be issued weekly. A vote was taken in the office and reported at the April meeting of the Council. This showed 43 in favor of weekly payments and 139 in favor of continuing the semi-monthly payments. In view of this, no recommendation for any change was made to Bird & Son.

Visits to Mills

A discussion in the Office Council brought out the fact that many workers would benefit from occasional visits to the mill to learn more about the business and how it affected their departments. Tuesdays and Wednesdays were found the most convenient days, and it was recommended to the Management that such visiting periods be arranged each week for groups of fifteen to twenty persons.

A committee consisting of Albert Eckert, Howard Whitney and Ann Kelliher from the Office Council are

investigating the possibilities of a company-operated lunch counter.

There was a rumor mentioned at a recent Flooring Plant Council that Bird & Son was to build a flooring plant in the Mid-West. This is without foundation.

All Councils have been discussing the advisability of increasing the amount of sick benefit from the E. M. B. A. This has been investigated and we find that a State law limits the maximum amount of weekly benefit to \$15.00. State actuaries are now working on the figures to see how much of an increase in dues would be necessary to raise the benefit to this figure.

At the request of the No. 1 Box Shop workers, arrangements are being made to have a Norwood bus at noon and at 4:00 P. M. drive through to East Street, stopping near the Box Shop to pick up workers there.

Arrangements have also been made with the Pierce Bus Lines from Walpole to have the 7 A. M. bus go through to Water Street for the convenience of Roofing and Flooring Mill employees. This service was started about May 1st.

The Councils were informed at the May meetings that all our mills were quite busy. The two Box Shops are running about normal, floor covering is at full production, and the roofing mills in both Chicago and East Walpole have increased work considerably. An addition to the Flooring Plant is being made to take care of increased production of Chromalin.

Visitors at Our Plants

Chicago Roofing Office

Mr. Chaffin of the Chaffin Brothers Lumber Company at Oklahoma City, Okla.

Mr. Otto Lay and his son of the H. J. Lay Lumber Company of Kewaskum, Wis.



It has been said that a Pun is the lowest form of wit; but BIRD NE-PUN-SET products are the highest in their field.

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Charles Sumner
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

We are wondering why Margaret Delaney spends so much time "checking out" at the No. 2 Box Shop office. What's the attraction, Peg?

Most of the girls in the Stenographic have taken up knitting and crocheting in a big way. Every morning and afternoon during the 10-minute rest periods you may see everything from knitted suits and sweaters to crocheted bedspreads in process.

Josephine Survilla is running the Mimeograph these days.

Ethel Burhoe and Florence Nagel are new members of the Mail Room, while Evelyn Burton was added to the Stenographic Department.

Evelyn Wadleigh spent a recent week-end in Vermont and we hear she went up and back in record time.

We understand that Evelyn Wadleigh's family have moved from Milford to Norfolk, and that she has given up her residence at the Hermitage in order to be with them. We hope she likes Norfolk and that her Ford won't wear down too much on those "60 per" hops to and from the office.

From the expressions on the faces of some people I guess they thought the Stenographers

Perhaps Jack Burhoe will have one soon, too. Who knows?

Sulo Solomon announces the birth of a daughter, Aiala. Congratulations!

Harold Smith is busy getting the new home ready at 1370 Washington St. for early in June. Yes, it's wedding bells. We all wish him a happy and prosperous life.

Paul Waihela can always be located by phone any night or holiday by calling a particular Beacon Street address.

A new 1935 Chevrolet Sedan is the pride of Patsy Ruscitti.

Jack Countway and the "beach wagon" are a familiar sight (and sound) every morning at 6:55—that is, if it isn't too stormy.

Jack DeCosta is sporting a new Ford V8. Mary Nixon spent a recent week end in New York.

We can now start saving, as the wedding bells will soon ring out. How about it, Sadie Hill?

Elizabeth Connelly says she doesn't like Tulips and we wonder why.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Another new Oldsmobile has put in its appearance. Mr. Henderson has traded in his Buick for a new Oldsmobile Eight.

We were very sorry to hear of the death in Providence of Hugh Treacy's daughter recently.

Clements Justynski, who lives near the Narragansett track, is able to supply the boys with any information they need about the track or about the races. If by any chance he doesn't know what you want to know Joe Moura has the information.

Now is the time that all the farmers are going into action and as far as we can find out Harry Hurd has the biggest area under cultivation. We understand that he has everything from soup to nuts in his garden.

Ed Kelly has deserted the card party in the Brigade Room and is now sitting under the trees during the noon hour. He says that he is out taking advantage of the good weather but Joe Farrell claims that his game was so terrible that they put him out.

Leonard Carlson is coming to work in a practically new car now that it has been presented with a brand new coat of house paint. Considering the materials, the car and the man who put it on it is considered to be quite a good job.

Announcement has been made of the arrival of Frederick Sherwood Lowry on May 12.

The following long shoremen—Bill Callan, Albert Carlson, William Livingston, Herb Black and Walter Gill are at it again (Clamming we mean).

Albert Dyson is Bird & Son's noted fisherman. He spends all of his leisure time at this sport.

John Smith is our latest sheik. He comes to work in his machine wearing goggles, a muffler, no coat and white shoes.

Helge Holter and Herb Chamberlain expect to clean up on the horse races this year. They are looking over the lists now getting acquainted with the horses. The only difference between these two men is that Holter



The new Ford V-8 truck used at our Chicago Roofing Plant and Warehouse.

Hannah Flavin's beaming countenance is certainly missed from the Flooring Sales, but we sincerely hope she enjoys her new position in the Carton Sales Department.

Dorothy Acton recently visited New York City, making the trip both ways by water.

"Lavender" Ray Young came to work one day after a run in with a black and white kitty the night before. Charlie Farrar and his atomizer arrived just in the nick of time, else no one would have worked that day.

Marjorie Cobb, Eleanor Whitehead, Gertrude Brady and Ruth Milliken spent the holiday week end of April 19th at Niagara Falls. The trip included an inspection of the Shredded Wheat Plant, Niagara Falls, Horseshoe Falls, Whirlpool Rapids, the Burning Spring and a trip under Horseshoe Falls in rubber clothes.

From all reports Gladys Duncan burned up the roads in sunny south on her vacation. She stopped at Philadelphia and Baltimore en route.

had gone crazy when they all filed out of the office the other day. A check-up revealed that the electrician had contacted the fire bell and they were only doing their part.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

Yankee McLennan wants it known that the car shown in the picture on Page 11 of the April Review was not snow bound. "I drove it up to work that morning and back home that night," says he!

That's right, John, and your new 1935 Hudson Sedan will take you further than that, too!

Martin Wallace has joined the ranks of car owners with a Nash Sedan. Good luck, Martin.

places bets once in a while and Chamberlain does the figuring.

John Cyronak announces the birth of a daughter, Barbara, on May 17.

Box Factories No. 1 Box Shop

Frances Santoro
John P. Walsh

Earl Boyden
Ralph Farris

John Goonan is the proud father of another son, this one, John, Jr. This accounts for all the bright smiles lately.

Wedding Bells will chime for John Cooke on June 27th. Best of Luck, John.

Margaret Wallace has been doing a little auto sales lately. She doesn't seem to mind the price as long as it is sold. The Super Special almost went at a very special price. Keep your eyes open for more of Margaret's specials.

Tom Paquette started the season off with a very successful deep sea fishing trip. He caught fish and he caught cold.

Johnny Dixon has a very good start this year. The Miller Oils are right on top due mostly to Johnny's Pitching and Hitting.

We forgot to mention last month that Walter McKenna had a new daughter, Mary Elizabeth. Keep Mary away from that high pressure saleswoman that visits your home Walter for she may try to sell her something.

Babe Costello wishes to thank his fellow workers for the gifts received on the occasion of his wedding recently. And we thought "Babe" a perennial bachelor!

Nora Feeney is back and claims that she has gained weight, but although we can't see it we're glad she is better.

Berta Kugel is now playing "Juliet."

Sadie Rafuse recently spent the week end in New York and claims the night life isn't what it is cracked up to be.

Virginia McKee went to the theatre the other night and enjoyed it so much she's going to go again just as soon as she gets another pass!

Ernest Smith bought a 1931 Chevrolet. Ernie claims his popularity has increased 100%.

George F. (Chick) Campbell and Wesley Beaulieu "looking 'em over" in East Walpole square. It is easy to see they didn't know this picture was being taken!



Signs of summer—Jack O'Donnell has put on his short pants and is hitting the ball over the cow pastures again.

When we are all sitting in our rocking chairs in the Old Maids' Home, we girls that went to the Bowling banquet will surely have something to remember.

The thrill that comes once in a lifetime—a ride in Jim Mulvehill's new coupe!

No. 2 Box Shop

Mary Bellew

Ambrose Fitzpatrick

Martha McLauchlan

Alma Walsh

Frank Eisenhauer

Matty McLaughlan spent a recent week end in Maine.

Other week-enders were Alice and Katherine Brady in New York. What is the reason, Alice? After the first dozen visits we have become suspicious.

Christine Sherer loves her new Chevrolet. It steps right along and looks very nice.

Tom Hazlett sure has a hard time to keep his lady friends these days. Wrong technique, Tom.

The boys had their long talked of Bowling Banquet. We did not hear of any aftermath, so we guess everybody had a good time.

Lawrence Hubbard is the proud father of a son born May 4th. Congratulations.

Frank Eisenhauer is seen sporting a new Ford V-8 Sedan.

Ernest Stather has his new summer "bob." Very cool, and no trouble with combing it.

Any one interested in heating his house at a very very moderate cost kindly see Red Johnson before this offer expires.

It seems as if rice is in order for Harry Clark who was married May 19th to Miss Alice Walker. Harry picked a winner! Congratulations!

We extend our deepest sympathy to Astrid Anderson in the recent death of her father.

Charles Travers has been out quite some time with an illness. Last reports were that he was getting on very well.

Proud owner of the first sunburn was Elmer Bursley.

First baseball injuries go to Frank Eisenhauer.

Walter Winchell has nothing on Mary Bellew, our *Review* correspondent. Just try to put something over on Mary and see what happens. She'll find out at any cost.

Roofing Mills and Offices

William Bothwell

John White

Stanley Phillips

Charles Norton

Edward Hiller

Steve Zankowski has a new-to-him Pontiac. Nick Radzwill has a new Chevrolet.

John Faulkner has bought a new bungalow in Westwood. Good luck and good farming, John.

We wish to welcome all new men taken on recently plus any temporary men. Space does not allow the mention of each one of you individually so we welcome you all at one time.

An oddity is the fact that there is a man working here carrying the name of both our machine and finishing foremen, Everett Seavey.

James Davenport is working in the office during the Summer.



Four girls from the office having a "swell time" on a recent trip to Niagara. Marjorie Cobb, Ruth Milliken, Gertrude Brady and Eleanor Whitehead.

The Roofing Department is going to have a team in the Departmental Baseball League. We hope that those who do not play will follow the games and give us their support. The bigger the crowd the better the games.

Dave Fleming has left FBM Office and is now working under the machine department.

Bill Jonah is a new inspector on No. 5 Machine, coming from the Flooring Plant.

Chicago Mill and Office

Ray Wolf

Anna Kelly

R. Koerbel Smith

Marjorie McNay

Shorty George has decided to keep his old car and have it tuned up. We are glad that is settled, because we have been holding our breath for some time now.

Mr. Bauer is quite a good man at driving the new truck. Tommy must have been his teacher.

Frank Kriusenga is the proud daddy again of another boy.

Tommy Henehan is back with us again after several weeks' illness.

Larry Doherty is the new night watchman.

Ray Wolf is the proud father of a baby boy born some two months ago.

The cooks are doing a rushing business lately with all the new men hired.

Bob Rush is back to work after his long "vacation" with a broken leg.

Nick Schreiber's theme song every morning is "How're we doin'" (White Sox fan).

The extra burst of business has made necessary the installing of a night shift. The boys are surely showing up the day gang in the non-stop runs they have had.

Ray Wolf acted as cook for the night men and we must say he made excellent coffee.

Marshall Meyer has learned a new language that he now uses while doing his daily work. It has Shorty George holding his ears for shame.

Lou Lance recently had some trouble with the Water Department about 3:00 A. M. His car is now in fine shape again and shows no signs of abuse.

The large number of new men working in the plant prohibits mentioning names, but to them all we extend a welcome to the Bird family and hope we will need them for a long time.



Harold Altman, Chicago office, spent an evening at Bob Brebach's house swapping hunting and fishing yarns. The last one Bob told must have been a whopper, because it looks as if Harold just couldn't take it!

Never ask any of the night crew, putting on headers, how happy they are, because it will sure cause trouble.

George Hornof has had several calls from a certain young lady, and incidentally it won't be long before she is calling for his check. The first of June is the date.

Bad weather has kept the baseball training down considerably but there are still a few brave ones who work out daily.

Ping Pong still predominates with Horse-shoes coming very slowly in the sporting activities.

Herman Kleinow has bought him a new V-8 and it looks just about three sizes too large for him.

Wallie Bauer has started his week end trips to his farm in Michigan.

We were all happy to have Mr. Roberts pay us a visit recently.

We are wondering if Virginia O'Brien, one of the girls in the Stenographic Department, has been leading a double life. Judging from the articles in the papers about the Virginia O'Brien Garden-Beauty Dancing Girls, it certainly sounds suspicious to us even though we didn't get around to investigate. 'Fess up, Virginia.

It's a little late, but the Chicago Roofers would like to take this opportunity of extending a most hearty welcome to the members of the Berry Asphalt Company and Frank Aldridge, Jules Plum, and Chester Blome who are now connected with the Sales Department of the Roofing Division.

George Mahoney of the Sales Department has a secret ambition—it is to be a "Kentucky Colonel." Don't know whether it is the Southern Belles or the good horses that have caught his eye—it is quite a comparison—but nevertheless he has offered Alice Corr the job of being his "stable-girl." If you should happen to meet him in the future, address him as "Colonel" and watch the smile that comes across his face.

Margie Mulhall had some dirt in her eye the other day, and Dick Johnson had to drive her to the doctor—that's a new way of going about an age-old custom, isn't it Marge—although it is a pity that he is a married man. Better luck next time. You know we still have a few eligible single men around this office.

Talk about your model husband—Mahlon Parker is taking one week of his vacation in May so that he can help with the house-cleaning and do homework. There's still a couple of you left, eh Mahlon?

As Mae West would say—"Come up and see us some time" that is—when we all receive our profits from our chain letters. There are three stages in these chain letters—you reap rewards—you are completely ignored—or else you become a social outcast. Bernard Soward and Emmett Oakes probably agree with us WHOLLY with the exception of the first stage.

Flooring Mill and Offices

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Thomas Paquette
Laurence Gammell

Frank Clem has bought a pair of safety shoes to wear to a dance where he claims he will need all the protection he can get. He has never thought of staying home.

Congratulations to Herbert Badger, Jr., who became a proud father on May 5th. The boy's name is David Andrew.

Other recent "proud fathers" include: Elton Hamilton, a seven-pound girl, Margery Jane, born March 15. Leo Clarkin, a seven and a half pound boy on April 15. Joseph Lokitis, a 10 pound boy, Joseph Junior, on May 9. And Stuart Farris, a son on April 24th.

The other day Lester Evans brought in an old time picture of several illustrious Bird workers taken "way back when" at a Y. M. C. A. convention in Pawtucket. We wish the picture had been clear enough to print as it was quite a treat to see how Curtis Boyden, Lester Evans, Bill Ivatts and Clarence Mattson (former employee) looked in the year 1914.

Ed Bellew has a new to him Chevrolet Coach.

We welcome the new men in our various departments. Space will not permit us to list all the names, but we hope they will be with us permanently.

New cars include: Bill Thompson, a new-to-him Ford Coupe; Clarence Phillips, V-8 Coach; Ralph Bartucca, V-8 Roadster; Bernard Roach, new-to-him Chevrolet Coach; and Harvey Hayward a new-to-him Plymouth Coach.

We have heard all about Angelo Macchi's new girl friend in Dedham and hope that Angelo will become a silent lover, especially as far as telling us about it is concerned.

Chicago Office

Anne Pollock

Anne Dillenburg

Chicago papers please copy: In your spare time call Superior 1988 and ask for Minnie.

May we take this opportunity to welcome Miss Mary Coatar on the occasion of her second anniversary as an employee of Bird & Son. Through an oversight Miss Coatar was not given the usual hearty welcome in the columns of this publication. Better late than never, Mary, WELCOME—WELCOME—WELCOME.

Mr. Clement, president of Sandura Company and Mr. Hawkes, president of Congoleum-Nairn Corp., were recent visitors at our office. Both gentlemen were quite interested in Chromalin and the possibilities it will have in the hard surfaced floor covering line.

We have a new bulletin board—so what of it? So far the only things on it have been four white-headed thumb tacks and finger prints. P.S. Also a picture of a sad little dog.

We nominate and unanimously elect Evelyn Hoffman as president of the "League Against Sun Bathing and Nudists."

SIGNS OF SPRING:

- A. New Cars.
 1. Lillian Moe—Plymouth, new.
 2. Ida Mitchell—Pontiac, not so new.
- B. Fur Jackets.
 1. Mary Curran—Lapin, dark.
 2. Anne Dillenburg—Lapin, not so dark.

Marjorie Westfield and Gladys Davis are great admirers of Joe Penner. Marge's new spring dress is very ducky, being white ducks printed on the fashionable navy blue background. Gladys said one day,

"Do you want to hear something ducky?"

"Certainly."

"Quack, quack."

In some countries they shoot people for less than that.

This is an X-cerpt from our miscellaneous readings:

X-ACTLY

X in the Roman notation is ten;
X is the mark of illiterate men;
X means a crossing, as drivers should note;
X in a circle may count as a vote;
X is a quantity wholly unknown;
X is a ruler removed from his throne;
X may be xenon, a curious gas;
X is a ray of a similar class;
X-mas is Christmas, a season of bliss;
X in a letter is good for one kiss;
X is for Xerxes, that monarch renowned;
X is the place where the body was found.

O, Harold! Your lace trimmed spats are just fetching. You didn't have them until you came back from the East. What has happened to you?

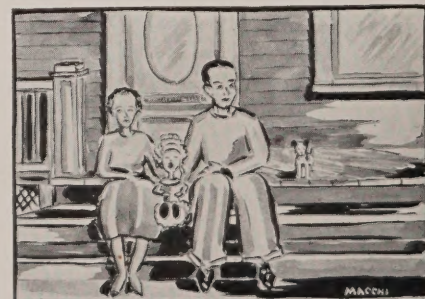
Since the Derby stirs up so much excitement in Kentucky, some of our girls decided to put a little of this atmosphere in the office. This was done by estimating the amount of a large order recently received by the Billing Department. While it was a close race Gladys Davis came in by a hair. Probably the new hair-cut helped Gladys get "a head." We all shared in the winnings. Thanks for the candy, Glad.

Due to sickness, our acquaintance with Rita Furlong has been short. We welcome her at this time and hope she will soon be in our midst.

He: You're not all woman, you're part horse.

She: I'd rather be part horse than all jackass like you!

Wilma, Pat, Jack, and Sam. This exclusive "snap-shot" was taken at the Bradley homestead, 315 Pleasant St., East Walpole. Wilma used to work at the Flooring office, and Jack is one of our Research Chemists.



The Big Boss

(Dedicated to Mr. R. B. Robertson, President and General Manager, Champion Fibre Company, Canton, N. C., by one of his admirers in the Champion organization.)

Now listen my children and you shall hear
Of the man who is to all of us dear.
Of the man who works at his desk all day
Helping to chase our troubles away.

We love him, because he's gentle and kind
To all who serve him with a healthy mind.
If we make a mistake, he is fair and just
He knows we are sorry, we still have his trust.

When we think he is off on a pleasure trip
That's just the time when he comes to a grip
With problems that only his fertile brain
Can solve, and change from a loss to a gain.

And a gain for him, is a gain for us
It means our job and our work with a "plus,"
The "Plus" that chases our troubles away
That dear envelope, with a two weeks' pay.

So let us be loyal, in the highest degree
To the man who cares for you and for me
Let's lighten his burden, whenever we can
God bless him, and keep him, a man among men.

—From "Paper Mill."

Bird Club
Golf Tournament
by
Leo R. Bernier

THE Golf Committee announces the first Golf Tournament under Bird Club auspices. Beginning the week of May 27 two Clubs, namely the

Eagles and the Birdies, will start their battle for golf honors. Each club is made up of two man teams, representing different departments of Plants and Offices. The winning team of each Club will play off the finals at the close of the tournament. Excellent prizes will be awarded the two teams which reach the finals.

Players in the Tournament who are not members of the Walpole Country Club will be permitted to play after 5:00 P.M. daily for a greens fee of fifty cents.

The roster of each Club is printed below. Complete schedules and rules governing the tournament have been sent to each of the entrants. Players are requested to follow the schedule and rules closely so that all matches will be completed by the week of July 15.

The possibility of arranging matches with outside concerns is being considered by the Committee.

EAGLES GOLF CLUB

Dept.	Name	Handicap
ACF	Rodd, Capt.	24
ACF	Mellin	30
PF	Wight, Capt.	22
PF	Nickerson	22
RC	Merrill, Capt.	24
RC	Sumner	28
PMD	Burke, Capt.	32
PMD	Studley	32
PMN	Rouillard, K., Capt.	28
PMN	Rouillard, G.	26
CD	Burton, Capt.	24
CD	Kenyon	30
G	Smith, Capt.	20
G	Rogers	20
PE	Wilkins, Capt.	22
PE	Roberts	26

BIRDIES GOLF CLUB

Dept.	Name	Handicap
FF	Bernier, Capt.	24
FF	Wurzel	10
PFL	Bradley, Capt.	24
PFL	Rafuse	24
FXP	Allan, Capt.	26
FXP	Hazlett	24
CX	Andrews, Capt.	28
CX	Maguire	28
CE	Chamberlain, Capt.	24
CE	Wright	20
T	Hawkins, Capt.	24
T	Barry	30
EM	Tarr, Capt.	28
EM	Muse	22
Substitutes—Bailey, B—24		
Robbins, RC—22		

Answers to Questions
on Page 5

1. A recent government report showed that on May 18 a total of \$401,042,062 had been pledged by property owners for modernization and repair work, as a result of the better housing program of the FHA.

2. We have approximately 40 producing wells, leased from the owners of the property on which they are located.

3. The depth is between 1150 and 1200 feet in most of the wells.

4. The Undercoat department is being enlarged. All the present hangers are being increased 35 feet in length, and new felt storage space is being built. This will take care of increased production demanded from the sales of Chromalin.

Bird & Son Chicago Roofing Division office workers greet the travelling State House. Reports tell us that this advertising venture has been very successful.





Chairmen of the newly-formed athletic committees of the Bird Club: Back Row: Gordon Wilson (Ping Pong) Leo Bernier (Golf), Charles Rafuse, (Quoits), Front Row: Frank Clem (Tennis), John White (Soccer), Ernest Oakes (Baseball) and Howard White (Bowling).

Bird Club Reorganizes

AT a meeting called to reorganize the Bird Club as an Athletic Association, more than two hundred members gathered at Bird Hall on May 12 to hear the plans for reorganization, to listen to the great Bill Cunningham, to enjoy a program of singing and dancing, and to feast on Tom Holman's chicken patties and ice cream. This was a gala occasion, of which it could be truly said, "A good time was had by all, and refreshments were served."

About two years ago the Bird Club Council voted to dissolve the Bird Club and combine its funds with the E. M. B. A., through which social, educational and athletic functions could be carried on. Investigation showed that this was not practical because the Bird Club was incorporated. Rather than go through the lengthy legal procedure necessary, the Council has acted upon the recommendation of a committee of Bird Club members and has voted to reorganize the club to promote athletic activities in particular and in addition to carry on such educational and social activities as seem desirable.

The present membership is about 400. Membership tickets have been issued to these men, entitling them

to all the privileges of the Club, without charge, until September 1, 1935. This will include free admission to all baseball and soccer games and any other sports for which a fee might be charged. A budget has been drawn up, allotting funds to carry on a program of activity in each sport. Women are to be taken into membership, and will organize their own activities as they wish. New members joining between now and September 1st will pay dues of 50 cents each.

Educational activities will be continued and very likely enlarged. Entertainments will be held from time to time, but not as frequently as under the old organization. Dances, outings and variety shows will be put on, according to the demand for them.

New Committees

To carry out this new program the Council has approved the appointment of thirteen chairmen who are organizing their own committees from the membership throughout the plants. These chairmen are as follows: Executive, B. D. Rogers; Budget, H. S. Whitney; Membership, P. F. Rogers; Baseball, E. W. Oakes; Bowling, F. H. White; Golf, L. R.

Bernier; Quoits, C. E. Rafuse; Ping Pong, G. G. Wilson; Soccer, J. H. White; Tennis, F. S. Clem; Educational, E. H. Coleman; Entertainment, E. M. Grout, and Auditing, Joseph Erker, Jr. This list contains seven athletic committees, many of which will be very active during the coming months. Others may be added at the request of club members.

The Club has gotten off to a fine start. Interdepartmental baseball games, quoits tournaments, tennis and golf matches all are being organized immediately. There is more interest than we have seen for a number of years. New members particularly are urged to join the Club at once and sign up with the Chairmen of the sports in which they are interested.

After the summer season has shown us by experience the wisest way to conduct the Club for this new purpose, plans will be announced at the annual meeting for the 1935-1936 season. A fair and moderate dues charge will be set, and for every dollar of dues contributed by the members, Bird & Son will contribute an equal amount.

Big Year Ahead

It looks like a big year ahead for the Club, and a successful one, because of the interest which is already being shown in the new plans.

The Committee which investigated the possibilities of reorganizing and which later made the recommendations to the Council was composed of the following: A. W. Smith, Chairman, J. A. Sheehan, H. N. Mann, E. A. Hiller and S. A. Nickerson.

The Entertainment Committee in charge of the reorganization meeting was: E. M. Grout, Chairman, F. S. Clem, R. J. Stoddard, Walter Hartig, E. W. Oakes, F. H. White, and W. A. Beaulieu.

STOP TO THINK
AND YOU'LL
STOP ACCIDENTS





Frederick H. Hird, Director and Sales Manager of the Paper Division, taken on May 1, 1935, his twenty-fifth anniversary with the company. His friends in the company presented him with a silver bowl, appropriately inscribed.

Veterans' Service List

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during June and July and of those who complete twenty or more years' service during these months:

JUNE

	Years Service
John J. White	6- 1-1891 Box Shop 44
Vitus Gleichauf	6- 7-1895 Power 40
Andrew Walker	6- 7-1897 Paper Mill 38
Michael Sheehan	6-20-1899 Roofing Plant 36
Charles Knaus	6- 1-1902 Paper Mill 33
Walter Sword, Jr.	6- 1-1903 Paper Mill 32
Mary Scanlon	6- 1-1906 Maintenance 29
James Kelley	6- 7-1906 Maintenance 29
John Folan	6- 6-1908 Box Shop 27
Michael Kodis	6- 1-1909 Paper Mill 26
Kostanty Geigol	6- 1-1909 Paper Mill 26
R. L. Tupper	6- 7-1909 Box Shop 26
Michael McConologue	6- 2-1910 Paper Mill 25
Ludwig Polevitch	6-21-1911 Finishing Mill 24
Bessie Hubbard	6-10-1912 Office 23
James J. Maroney	6-12-1912 Watchman 23
Michael Shergals	6-14-1912 Flooring Plant 23
Frank Massey	6-15-1912 Paper Mill 23
Mike Waytekunis	6-20-1912 Finishing Mill 23
Patrick McDonald	6-30-1913 Box Shop 22
George Wallace	6-17-1914 Maintenance 21
Thomas Coahne	6-18-1914 Paper Mill 21
John A. Grayam	6-22-1914 Roofing Plant 21
Waclaw Baranowski	6-26-1914 Paper Mill 21
William Thompson	6- 1-1920 Paper Mill 15
John Pennington	6- 3-1920 Flooring Plant 15
Fred Truco	6- 7-1920 Roofing Plant 15
C. W. Conrad	6-16-1920 Director, Mfg. 15
John Caulfield	6-18-1920 Roofing Plant 15
John Fucci	6-22-1920 Flooring Plant 15
Vincent D'Espinosa	6-23-1920 Box Shop 15
Andrew Kowalzyk	6-25-1920 Power 15
Michael Nee	6-26-1920 Paper Mill 15
Martin Wallace	6-26-1920 Power 15
Walter Hartig	6-28-1920 Box Shop 15
Mary J. King	6-28-1920 Office 15
Frank Clem	6-30-1920 Flooring Plant 15
David Camack	6- 3-1925 Flooring Plant 10
Carl M. Borgh	6-15-1925 Flooring Sales 10
Eleanor Whitehead	6-22-1925 Office 10
Olevine Tetrault	6-22-1925 Office 10
Margaret Owens	6-22-1925 Office 10
I. Stanley Bailey	6-29-1925 Flooring Sales 10
Emilio Nicrasto	6-29-1925 Box Shop 10
Dwight Colburn	6-29-1925 Box Shop 10
Helen Gustafson	6-29-1925 Office 10
Martha McLauchlan	6- 5-1930 Box Shop 5
Anne Novick	6-16-1930 Office 5
James M. Sullivan	6-16-1930 Office 5
Blanche Walukevich	6-16-1930 Office 5
Albert Kimball	6-18-1930 Office 5

PHILLIPSDALE

Walter Gill	6-23-1911 24
Albert Carlson	6- 9-1920 15

CANADA

A. Ralph	6-28-1912 Hamilton 23
H. Stuart	6-16-1920 Hamilton 15
A. Cox	6-17-1920 Hamilton 15
F. Tessier	6-15-1925 Pont Rouge 10
C. Leblanc	6-13-1930 Portneuf 5

JULY

	Years Service
James J. Geary	7- 9-1883 Paper Mill 52
Elmer Bartlett	7-25-1885 Vice-President 50
Thomas Graney	7- 8-1890 Maintenance 45
Martin King	7-14-1892 Maintenance 43
James Hammond	7-14-1894 Paper Mill 41
W. F. Geary	7- 1-1896 Finishing Mill 39
Eric Anderson	7- 2-1898 Maintenance 37
James Hadden	7- 1-1903 Retired 32
H. B. Fuller	7- 1-1905 Box Sales 30
Sam Graves	7-16-1906 Office Janitor 29
Chester H. Andrews	7-10-1907 B. S. Manager 28
A. H. Russell	7-27-1907 Pur. Agent 28
John Graney	7- 8-1908 Flooring Plant 27
Fred Weiss	7-23-1909 Box Shop 26
John Zabrowski	7- 6-1911 Box Shop 24
Holly B. Dyer	7-14-1911 Finishing Mill 24
Carl Osterlund	7-28-1911 Maintenance 24
William E. Harper	7-30-1912 Power 23
John Lydon	7-24-1913 Box Shop 22
Patrick Costello	7-29-1913 Finishing Mill 22
Joseph A. Sheehan	7-23-1915 Plant Engineer 20
William Gordon	7- 2-1920 Roofing Plant 15
Howard S. Whitney	7- 6-1920 Accounting 15
Antonio Arventuroso	7- 6-1920 Paper Mill 15
Matthew Phillips	7-12-1920 Roofing Plant 15
Julis Zikar	7-13-1920 Flooring Plant 15
Carlo Salvatoreli	7-14-1920 Paper Mill 15
Francis Monahan	7-19-1920 Flooring Plant 15
Elmer Bursley	7-26-1920 Box Shop 15
Ambrose Fitzpatrick	7- 3-1925 Box Shop 10
Earl Davis	7- 6-1925 Paper Mill 10
John Cook	7- 8-1925 Box Shop 10
Charles Haak	7- 8-1925 Box Shop 10
Carl Johnson	7- 8-1925 Box Shop 10
Gladys Noddin	7-13-1925 Office 10
Michael Conley	7-15-1925 Flooring Plant 10
James Sheptycki	7-16-1925 Flooring Plant 10
Thomas Durkin	7-21-1925 Flooring Plant 10
Frank Michienzie	7-21-1925 Roofing Plant 10
Anne Brennan	7-27-1925 Office 10
William Tylander	7- 8-1930 Roofing Sales 5

CHICAGO

Harry C. Prinzler	7- 1-1913 22
Joseph Voltmer	7-13-1920 15
Nicholas Schreiber	7-15-1920 15
Anthony Soltan	7- 6-1925 10
G. H. Sare	7-15-1930 5
Gerald A. Sayres	7- 8-1930 5

PHILLIPSDALE

Fergus Christie	7- 1-1913 22
Edward Kelly	7- 6-1914 21
Joseph Betencourt	7-28-1920 15

CANADA

C. P. Cowan	7- 8-1910 Montreal 25
V. Capriotte	7-13-1925 Hamilton 10
F. Watson	7-30-1925 Hamilton 10
J. Picher	7-31-1911 Pont Rouge 24
B. Milhomme	7-15-1920 Pont Rouge 15
R. Bussieres	7-22-1925 Pont Rouge 10
S. Laperriere	7-23-1925 Pont Rouge 10
J. Croteau	7-23-1925 Pont Rouge 10

Bird & Son Opens Baseball Season

by
Ernest W. Oakes

BIRD & SON has entered a team in the newly-formed Southeastern League, composed of eight teams in nearby towns.

The first home game was played on Sunday, May 12, with Braintree and resulted in an 18 to 2 win for Bird & Son. On the following Wednesday a game played in Stoughton resulted in a win for Stoughton, 7 to 3. Fourteen men left on bases told a graphic story of the defeat.

Undaunted, our team came back

the following Saturday with an 8 to 7 win over Canton. At Dedham on Sunday, May 19, a comedy of errors resulted in a 6 to 4 loss for Bird & Son.

Frank Milliken has been added to the Bird & Son hurling staff and should prove a bulwark of strength to the team.

Come out and encourage the team in a well worth while sporting undertaking. Games are played at the rate of two each week at the Athletic field, and great games are promised.

STANDING OF THE SOUTHEASTERN LEAGUE—MAY 23

	Won	Lost	Per Cent
Taunton Lumber Co.	2	0	1.000
Stoughton C. A. A.	3	1	.750
Bird & Son	2	2	.500
North Easton	1	1	.500
Avon	1	1	.500
Dedham	2	2	.500
Canton	1	3	.250
Braintree	1	3	.250

BATTING AVERAGES—MAY 24

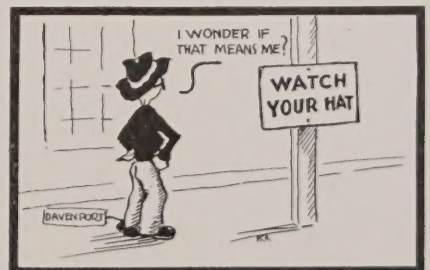
	AB	H	Average
William Murphy	13	7	.538
Lili Petroni	12	5	.500
John Dixon	6	3	.500
Howard White	16	6	.375
Ernest Oakes	14	5	.357
Ernest Zinkowski	3	1	.333
Robert Graney	16	5	.313
Dan Callahan	16	5	.313
Joseph Smelstor	13	4	.308
Charles Bowles	10	3	.300

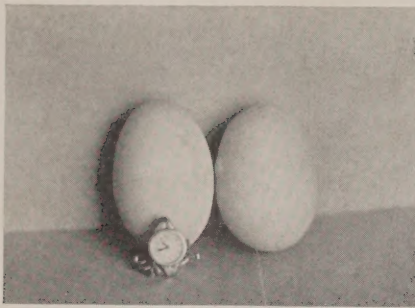
Quoits

CHARLES RAFUSE, Chairman of Quoits, informs us that two sets of horseshoes have been purchased for the Flooring Plant, two for the Roofing Plant and three for the Main Mill. Pitches are being constructed at each plant and as soon as they are ready (and our champions get in a little practice), we are going to run some tournaments, both singles and doubles.

Matches will probably also be arranged between the mills.

Since "Davy", our Assistant Treasurer, wore the wrong hat home for three days, other office workers are considering this "safety" device pictured here. Drawn by Stuart Halladay, Flooring Plant.





How's "them" for eggs! Together they weigh a half-pound, as much as four ordinary eggs. They were laid by a White Plymouth Rock hen belonging to Herman Nordstrom, Paper Machines.

Nine Accidents in Two Months

OUR accident record continues to be anything but a credit. Since the first of April we have had nine lost timers, which is just nine more than we should have had.

On April 2 Kimble McEwen strained his back while putting a roll of paper on the winder at the paper machines. Lost 24 days.

Victor Konalski, Roofing Shipping, was putting an iron rail in place to store shingles on April 12. This slipped, dropped on his foot, and injured it so badly that he lost fifteen days. John Maguire, Paper Machines on April 25, fed paper in the calender without using the stick and caught the thumb and index finger of his right hand in the nip of the roll, crushing and cutting his hand. He is still out. April 29th, Joseph Bartell, Roofing Machines, slipped while standing on the back run of a saturating pan, and burned his right foot in the hot asphalt. On the last day of the month Martin O'Donnell, Maintenance Department, was helping move a pump. A part of the pump fell on his right foot and fractured his great toe. Lost one day.

May's first accident was on the 9th and happened in the Undercoat Department. Evan Ostrom was operating a crane when a core rolled from the rack in back of him, hitting and injuring his left leg. There were two accidents on May 14—both at the No. 1 Box Shop. Mike Sam, Combiner Room, fractured his left foot while helping remove a platform. James Donnelly, Solid Fibre Department, was putting ink onto the moving press rolls with a spatula. The spatula caught and pulled his

hand into the rolls, causing contusion of his right little finger. Charles Mahoney of the Rug Finishing Department was working in the Flooring Shipping on May 17. A roll fell onto his left foot, straining it and fracturing his middle toe.

Last year we had a total of 24 accidents for the 12 month period. This year in only five months we have already had 25 lost timers. This is a mighty poor showing. There isn't much we can do about what has already happened, but we certainly can do a lot about the future. Accident prevention is a personal matter with every one of us. Nobody else can do our safety work for us, and nobody but ourselves suffers when we get hurt.

Let's take a new lease on life. We can prevent accidents. We have done it before.

Castles in the Air

We are always building castles.
As it's well that we should do.
It's a pleasant occupation
And sometimes our dreams come true.

Though akin to blowing bubbles
It may help us "carry on."
For no plan will grow and function
That hasn't ever yet been born.

What's the harm if should our castle
Once come down with mighty crash?
We have had the joy of building
And haven't lost a cent of cash.

We can build another castle—
We can do it o'er and o'er.
No N. R. A. nor code can stop us.
There's no gain in getting "sore."

Build again your "airy castle."
"Land" is free up in the "air."
"Materials" are all around us,
Look for them most anywhere.

But when building any "castle"
Keep your feet upon the earth.
Don't let dreams become your master,
Non-actioned thought is of little worth.

"Castle building" is a pastime—
"Hitch your wagon to a star."
But in going on our travels
We must meet things as they are.

Ease and health, obeisant children,
Wisdom and a fair voiced wife,
Are, the ancient saying tells us,
The five felicities of life.
H. B. Fuller, Box Salesman.

With the Soccer Team

by
John H. White

OUR Soccer team has played three games in the past month. We defeated Beacon Oil A. C. at Everett,

6-0 in a Boston and District League game and we lost the first game of a two-game first round Curley Cup Competition, 2-0, to a newly-organized Bunker Hill Celtic team at East Walpole, May 10.

The loss of Captain Charles Travers was a heavy handicap, and with Red Schuller also sick, was just too much to overcome in the first Curley Cup game.

The team made a remarkable come back in the second and deciding game of the first round James M. Curley cup competition by conceding the clever Bunker Hill Celtics a two goal lead and coming out victorious 3 to 2, on goals scored in the two game round. This knocks the Celtics from the series and sends Bird & Son into the next round against the Beacon Oil A. C. Goal scorers for Bird & Son: Ross, 2; MacDougal, 1.

Acknowledgments

I wish to express the heartfelt appreciation of myself and my family for the beautiful flowers sent us at the time of our bereavement, and for the messages of sympathy they brought.

Mrs. Emily K. Wyman.

We gratefully acknowledge and thank you for your kind expressions of sympathy in the death of Robert H. Morse.

Sibley Littig.

We shall always remember with deep gratitude your comforting expressions of sympathy.

Mrs. Julia Rozuck and family.

We wish to thank Bird & Son and the workers in No. 2 Box Shop for their expressions of sympathy and the floral tributes received during our recent bereavement.

Mr. and Mrs. John H. McMahon and family.

On behalf of my family and myself I wish to thank Bird & Son and my fellow workers for their kind expressions of sympathy and for the floral tributes received during my recent bereavement.

George Eisenhauer.

The family of the late Mr. Louis Coburn acknowledges with grateful appreciation your kind expression of sympathy.

We gratefully acknowledge your beautiful flowers and kind expressions of sympathy received during our recent bereavement.

Mrs. Anna Anderson and family.

We wish to thank our friends at Bird & Son for the flowers and the kind expressions of sympathy in our recent bereavement.

Thomas M. Graney and family.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Loc-Set	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	Bric-craft Siding	BIRD Insulated Bric-Siding
	WeatherTex Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Art-Hex	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Mineralite	Banner	Waterdyke	Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	American Board, Green One Side

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board		
Rubberlike Matting			
BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
Plastic Cement	Roof Coating	Asphalt Emulsions	Fibercoat
	Emulsicoat		

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner
BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering
BIRD Duracork Hall Runner		Rubberlike Matting

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots	
Tack and Screw Boxes	Earth Bands	Plant Boxes

Special Paper Division

Index Pressboard	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes	
Industrial Filter Paper	

BIRD & SON, inc.

Established 1795

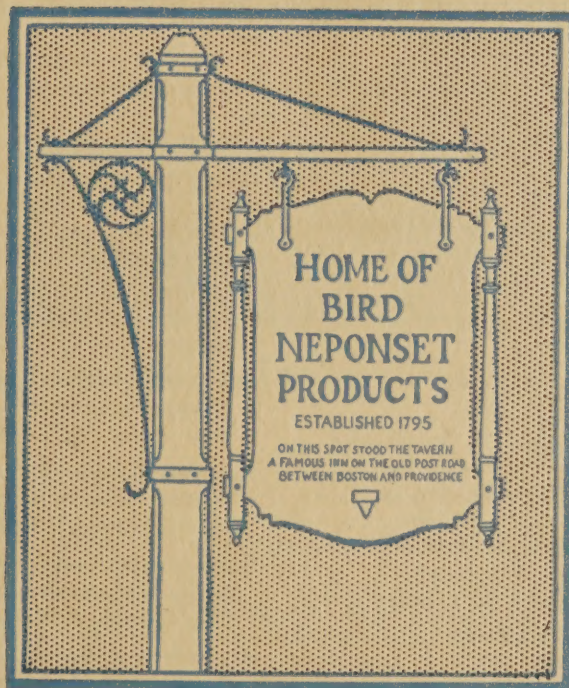
EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXIII NO. 4

AUGUST 1935



Established 1795

BIRD & SON, inc.

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Advisory and Consulting
Vice-Presidents

Vice-President, RICHARD C. FLOYD

ELMER H. BARTLETT

Vice-President, CHARLES W. CONRAD

PHILIP H. BAILEY

Secretary and Treasurer, AXEL H. ANDERSON

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AXEL H. ANDERSON
PHILIP H. BAILEY
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GEORGE C. LEE
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Assistant Sales Manager, W. E. HICKS
Sales Manager Roofing Division, E. L. CHAMBERLAIN
Manager Eastern Division, W. E. HALE
Manager Central Division, S. C. TRAUDT, JR.
Manager Southern Division, A. D. KILHAM
Manager Western Division, W. W. WILSON
Sales Manager Box Division, C. H. ANDREWS
Sales Manager Carton Division, A. M. CLAFFEE
Bird Floor Covering Sales Corporation
(Subsidiary Company)
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Manager Western Division, R. W. WESTCOTT

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Assistant to Director of Manufacturing, P. N. HILLS
General Superintendent Paper, Box and Carton Divisions,
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Plant Engineer, J. A. SHEEHAN
Chief Chemist, E. L. CONNOLLY
Assistant Superintendent Paper Division, J. J. BURKE
Superintendent Box Division, R. L. TUPPER
Superintendent Carton Division, W. S. JACKSON
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Assistant Superintendent, G. E. SMITH
Chief Chemist, F. P. REYNOLDS
Superintendent Western Roofing Division, J. G. YOUNG
Assistant Superintendent, J. F. MATCHA
Chief Chemist, ERICH GACH

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., MINNEAPOLIS, MINN., KANSAS CITY,
SOUTH KEARNY, N. J.

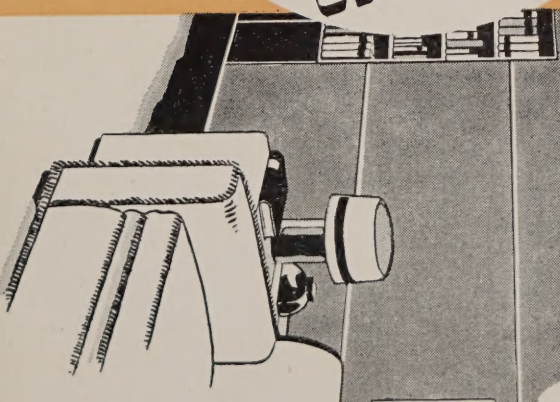
Flooring Warehouses

ALLENTOWN, BOSTON, BROOKLYN, CHARLESTON, CHICAGO, CLEVELAND, COLUMBIA, DALLAS, DENVER, DETROIT,
EAST WALPOLE, GRAND RAPIDS, HARTFORD, HOUSTON, INDIANAPOLIS, NEWARK, NEW HAVEN,
PORTLAND MAINE, SAN ANTONIO, SPRINGFIELD MASS., WORCESTER

BIRD WALLBOARD has innumerable uses

- For interiors of closets — as door panels — in clothes' chests — an interior insulator for garages — cold rooms and the like — to refinish ceilings — background for show windows — for booths and dressing rooms — etc.

**DURABLE
DECORATIVE
DISTINCTIVE**
**BIRD
WALLBOARDS**



FOR PLAYROOMS, CELLARIUMS or REMODELLING

- Bird Wallboards can transform that gloomy, dusty attic to a pleasant, enjoyable "family playroom" or extra room. ~ They can turn your musty basement into a modern "cellarium" ~ quickly, inexpensively and beautifully.

Ask your dealer about

BIRD NEPONSET WALLBOARD
BIRD AMERICAN WALLBOARD

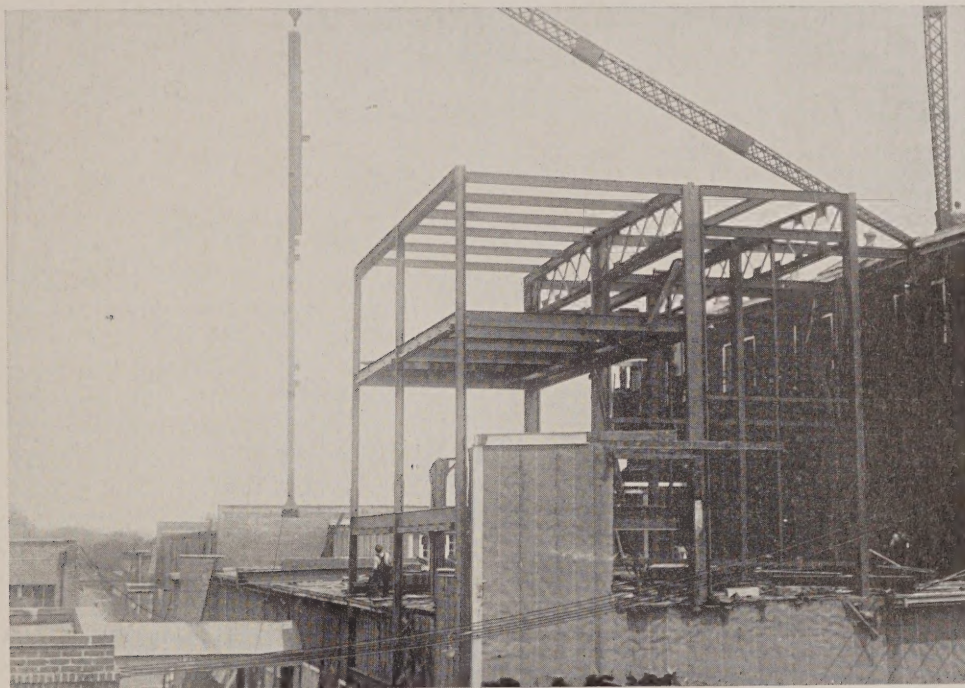


BIRD'S NEPONSET REVIEW

VOL. XXIII

AUGUST, 1935

No. 4



Up goes a fifty-five foot column to be swung into place for the new addition to the hanger building at the Flooring Plant. These huge steel columns are assembled outside, brought to the job on a truck and hoisted into position in an amazingly short time.

New Construction at Norwood Plant

Provides for Increased Production

ADDITIONAL hanger and storage space now under construction at the Flooring Plant will enable all four print machines to run at full production on regular Neponset and Economy floorings, and in addition to manufacture our new product, Chromalin in large quantities. Each one of the present five hangers in the Undercoat Department is being extended to the full width of the building. Storage space for both coated felt and saturated felt is provided in a new building just south of the hangers, and along the river bank at the rear of the large building, the old kettle house is being

rebuilt to take care of all mixing operations for Duracork and Chromalin. A total of 225 tons of steel will be used in this new construction. Single beams 55 feet long are being used in the hangers.

The rebuilt hangers will have an increased capacity per hanger of 35%, with a total capacity of three and four-tenths miles of felt. In a week's time, forty to fifty hangers can be produced—a total of one hundred and seventy miles of felt! Each hanger will have new pull out rigging with individual drives, making a big improvement over the single main drive which we have

had heretofore.

All skylights will be removed and new overhead lights installed, to allow for proper inspection, day or night, within the hangers. In addition to the overhead lighting each hanger will have large angle reflectors which will light up the sheet for the full forty-five foot loop, from the top to the bottom on the hanger.

The old ventilating system is being removed and modern I.L.G. fans installed. These operate individually in each hanger and have a capacity of 55,000 cubic feet per minute, making possible a complete change of air



Guiding the big column into position. This will be lowered through a hole in the roof, to its base in the hanger room below. The donkey engine which runs the hoist is located in the yard near the garages, and every movement of the hoist is guided by means of electric signals from a portable switch operated by the foreman on the roof.

every four and one-half minutes. Three fans are to be installed in each hanger.

Finished material from these new hangers will be carried over into the adjoining new storage building, there to be kept until the print machines are ready to use it. Material will enter the storage building at the end nearest the road. Yard tractors will take it from the building at the further end and transport it to either the rug border machine or machines No. 3 and No. 4. This will eliminate the present congestion of traffic between the Undercoat Department and No. 3 Print Room. The storage building has capacity for one hundred rolls of coated felt and fifty rolls of saturated felt.

For the production of Chromalin and Duracork the present department layout is to be entirely changed. The old "kettle house" next to the river is being enlarged to more than twice its present size, and in it will be installed all the mixing machinery. To the present mixers will be added new ones, to allow for increased production. Plastic material will be brought from this building to the present mixing room, there to be stored until ready for further use. The "scratcher" room will not be changed, but beyond it, next to the present calender machine, a new 12/4 calender machine is to be installed. This immense machine weighs seventy-five tons. It will be set on a concrete foundation eight feet deep, eight feet wide and twelve feet long. Like the present one, it will feed into one of the five Undercoat Hangers, which means that

two of the five hangers will now be used for Chromalin and Duracork production.

Chromalin is to be printed on No. 3 Print Machine and for this production a new type of oven is being installed at No. 3 machine. All ovens at this machine will be heated by unit heaters with fan ventilation and automatic temperature control. They will be equipped with baffles which will prevent the pocketing of air at the top of the ovens, and all motors in the ovens will be specially built to withstand high temperatures.

With this new equipment, Chro-

malin will be produced in 12/4, 8/4 and rugs.

Vappi and MacDonald are the contractors doing the construction work, employing an average crew of about thirty men, including structural steel workers, masons, carpenters and electricians. It is expected that the work will be completed about September 1st.

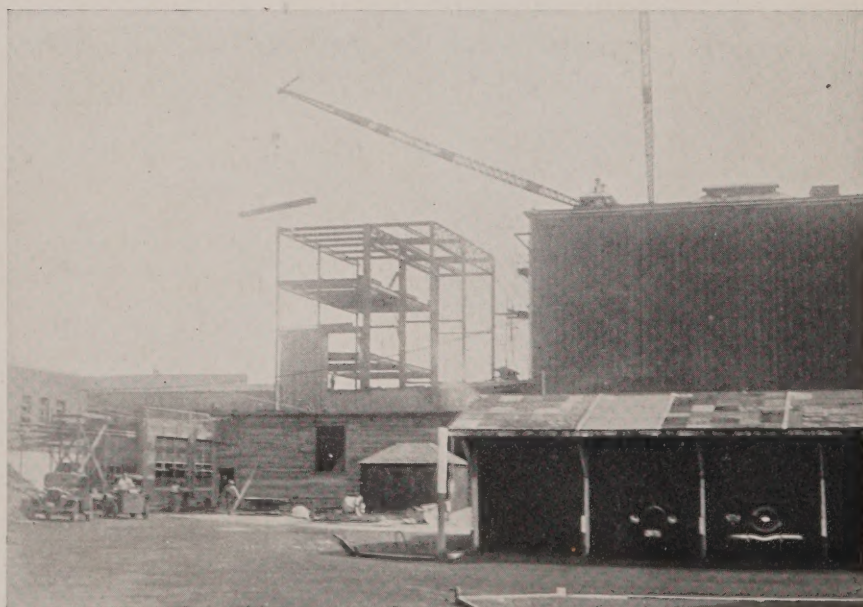
Over the new hangers is to be built an entirely new insulated roof of Bird Insulating Board and Bird Built-Up Roofing. All inside painting is being done with Bird Paint, made at the Flooring Plant.

Bird Asphalt

WE are now selling a new product—Bird Asphalt, refined at Waterloo, Arkansas and at Chicago. It is available in metal drums on which the Bird label and trade mark appears.

This is a roofing asphalt best suited for use with Bird Asphalt Felt and Cap Sheet. It is not a by-product but is specially refined for the express purpose of building good roofs. We now offer our dealers Bird materials throughout for the construction of our Built-Up Roofs. We actually manufacture and control the production of all these materials. This is a distinct advantage.

A load of iron girders being hoisted into position at the new construction. The arm of the hoist is approximately 100 feet long, the tower of the hoist is 110 feet high and as it is set on the roof of the hanger building, its top is 160 feet from the ground.





Stephen C. Traudt, Jr. Central Division Roofing Sales Manager.

Stephen C. Traudt, Jr. Heads New Division

MR. STEPHEN C. TRAUDT, JR. was appointed Manager of a newly-formed Roofing Sales district to be known as our Central Division, according to an announcement made July 12 by Mr. E. L. Chamberlain, Sales Manager.

This new territory will embrace the larger part of the states of New York and Pennsylvania and will enable Bird & Son to give our customers better service in this area, by having a resident Sales Manager through whom important matters may be quickly handled.

Mr. Traudt has been with Bird & Son thirty years. He started in our New York office, and has for many years been a successful salesman in the Eastern Roofing Division. He will establish headquarters in the new territory as soon as possible. We offer him our heartiest congratulations and the wish that best of good luck may be with him in his new duties.

Wallboard Comes Into Its Own

IN the office of Mr. C. W. Conrad, Director of Manufacturing, is an outstanding example of how Bird Wallboard may be used effectively, and how greatly it may add to the charm of any room.

All four walls of the office are panelled with Bird Wallboard, and on each wall is a different style of

design. On one side is a perfect reproduction of an old wainscoted and panelled wall—all done with Bird Wallboard stained and grained to look like wood. On another wall is the most modern of walls—bright colors and pastel shades, with Chromium strips as battens. The other designs are equally different and attractive, showing beyond a doubt that wallboard has come into its own as a finishing interior surface.

Battens, instead of being regarded as "necessary evils", are featured on these walls and illustrate how rich beauty can be built into any room with Bird Wallboard. The possibilities for design are unlimited, governed only by the choice of the individual. Personal designs in the home, trade marks or other distinctive designs in the office—all these can be worked out effectively with Bird Wallboard.

On the floor of Mr. Conrad's newly decorated office is an entirely new design of inlaid Bird Duracork. In the last issue of the *Review* we mentioned how Duracork had been used effectively at New York, Chicago, and in our Main Office at East Walpole. This new floor is further proof of how perfectly it is suited to individual designing in floor patterns.

New office of Mr. Conrad, Director of Manufacturing. The walls are panelled with various designs constructed from Bird Wallboard. On the floor is a new design of Bird Duracork.



Safety Jim Sez:

"Cleanliness is one sure-fire way towards fewer accidents," says Safety Jim. Greasy floors, dirty rags, dirty machinery and cluttered up aisles are not wanted in this plant.

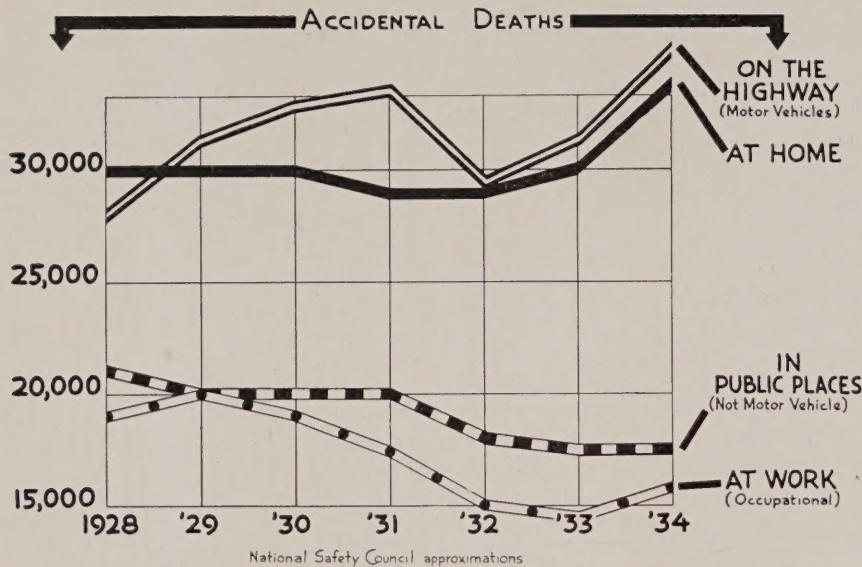


Good Medicine

A physician received six pairs of socks from an Eastern mail-order house with the following letter: "Dear Doctor: We are taking the liberty of sending you six pair of exceptionally fine hose. Because these hose have the approval of thousands of discriminating buyers, we know you will like them. Please send \$2."

The doctor replied: "Gentlemen. I am taking the liberty of sending you \$2 worth of extra fine pills. These pills have helped thousands and I know you will like them. Accept them therefore in payment of the hose."

CARE IS NEEDED EVERYWHERE



Safety For All

EARLY in June we received a comparative standing of accident rates in the Paper and Pulp Industry in 1934. Our Chicago Plant won National Honors, heading the list of Roofing Mills, and Floor Covering, Norwood Roofing, and Phillipsdale ranked second, third, and fourth in this list. Under the Box and Container classification our East Walpole mills ranked third.

Compared with that fine showing, our record for 1935 will be mighty poor. In six months' time we have already had thirty-one accidents—seven more than we had in the entire year of 1934! Two of our accidents have been very serious, causing loss of limbs, but the majority of this year's lost-timers have been the direct result of carelessness. Almost all of them might have been avoided if the workers had stopped to think.

Accidents were discussed at great length in every Plant Council meeting in July and a new plan for their regulation was announced. At a special meeting of the management, called by President Roberts, the following new Safety Program was drawn up and later announced by

Mr. Conrad, Director of Manufacturing.

New Program

"1. The re-organization of the Safety program in our plants is to be carried out along the following lines.

"2. *Responsibility:*

Superintendents are responsible for safe operations in their divisions. This responsibility is delegated to the individual foremen of departments. The direct contact of the foreman with his workers gives the foreman the opportunity to properly instruct, supervise and require safe operations. It is the foreman's duty to eliminate accidents in his department. He must instruct and train his workers in safe methods and, when necessary, discipline those who violate our safety instructions.

"3. *Safety Committees:*

The Central Safety Committee will continue to supervise our safety program. The Local Safety Committees are abolished and each foreman shall maintain

his individual committee. This committee shall consist of the foreman as Chairman, the member of the Plant Council in his department, and at least one other worker; the number on the working committee will be determined by the Superintendent of the plant.

The committees will make safety inspections as required, make recommendations on improvements advisable and be constantly watchful to prevent accidents. It will also be a duty to talk with each employee at frequent intervals on our Safety Regulations and impress on him the absolute necessity for the greatest care in his work. Further, they shall caution fellow workers in any unsafe or dangerous practice and report such occurrences.

"4. *Safety Inspector:*

Our Safety Inspector is not responsible for safe working conditions in the mills but it is his duty to check up and report on conditions in the various departments as he finds them. He will be glad to discuss any problems or conditions with the worker, foreman or Superintendent. His general inspection reports will be made to P as in the past.

"5. *Reports:*

Every worker as well as all members of safety committees should report immediately to his foreman unsafe practices and dangerous conditions. The foremen shall see that these matters are corrected or immediately take them up with the Superintendents.

Every accident that requires medical attention must be reported on the regular form provided, on the same day that it occurs. P Office and PV, the Safety Inspector, shall be notified immediately when there is such an accident. As soon as possible, and practical, the Superintendent and the Safety Inspector shall send a full report of reportable accidents to P and this will be forwarded to G.

The Superintendent will have a chart posted on which each foreman will record daily the number of employees absent due to lost time accidents. This

does not take the place of regular departmental absence reports which must be continued as in the past.

C. W. Conrad,
Director of Manufacturing."

Two Months Bring
Seven More Accidents

SEVEN accidents during June and July this year—and these were the months last year when we established a two-months' record without any lost timers.

Our first accident in June was a very serious and sad one. Joseph Coburn, Shoe Carton Machines, on June 4 was helping straighten a sheet which had caught in the press. As the machine was jogged along, Coburn's left arm was caught in the gears and so badly injured that amputation was necessary.

On June 10 William Urquhart, No. 1 Box Shop Combiners, lost his balance while stepping over the roll stands to cut a roll of paper. To steady himself, he put his left hand onto an idle roll and the roll turned over, causing his arm to be drawn in between the rolls, injuring it.

Henry Hartig, Millwright, on June 12 was using the planer when the block of wood which he was planing lifted from the table. In

trying to hold it, he cut the tip of his right index finger on the blade.

Peter Folan, Stock Transfer Department, was struck by a roll of paper on June 13. This rolled onto him while he was attempting to wedge another roll on the industrial car. His hips and spine were injured.

June 17th Fred Turco, Roofing Machines, caught his arm between two rolls while attempting to wipe them with a cloth. Before he could remove his arm, the friction from the roofing material passing over his arm had caused second degree burns.

The last accident in June was on the 25th to Michael Connolly, Flooring Shipping, who strained his back stooping to lift a roll of rug border.

The month of July has shown a big improvement. There have been no accidents in the mills, and only one in the office. Helen Ceglarski, Shoe Cartons Department, was working temporarily in the Multigraph Department. In helping another girl move a table, she was injured when the marble top to the table fell off and struck her right great toe, fracturing it.

As this accident will be charged to the office, and not the mill, this gives us a clean record in the mills for July. It surely looks good to see the accidents being reduced. Keep up the good work!



Three children of Walter Bauer, Chicago Shipping Department. It looks as if somebody was about to "go for a ride".

Bird Roofs Cover
Suffolk Downs Buildings

MORE than 5000 squares of Bird shingles cover most of the roofs of the buildings at the new Suffolk Downs race track, constructed this Spring in the space of a few short weeks, and opened for racing on July 10.

Included in this work were 3500 squares of Proslate Roofing, 1200 squares of Tar and Gravel Built Up (used principally on the mammoth grandstand) and 400 squares of Built Up roofs surfaced with Neponset Cap Sheet. Both beauty and dependability have been built into these roofs which will last for many years to come.

Suffolk Downs, the newest and greatest race track in the country, where 5000 squares of Bird Roofing materials were used. The huge grandstand, which seats more than 16,000 persons comfortably, has a Built-Up tar and gravel roof. To the left of the stand are the clubhouse and the penthouse. The smaller building near the gate is the Administration Building where the entries are made as well as the scratches. (Courtesy Boston Herald)



Fifty Years with Bird & Son, inc.

Vice-President E. H. Bartlett Celebrates Anniversary

MORE than fifty friends and associates of Elmer H. Bartlett, Advisory and Consulting Vice-President, gathered at his estate in Plainville on the evening of July 25th to celebrate the occasion of Mr. Bartlett's fiftieth anniversary with our company.

A buffet supper of salads and cold meats was served informally on the spacious lawn, group pictures were taken, and then at the invitation of Mr. Bartlett, those present enjoyed a walk through his beautiful rock gardens, bordering on the bank of a stream which runs through part of the estate. Gardening has been Mr. Bartlett's hobby for many years and he has succeeded in building a woodland garden of great, natural beauty.

After an hour of relaxation, the guests returned to the lawn for an informal reception. Mr. Allen, Chairman of the Board, spoke entertainingly of his early associations with Mr. Bartlett and of how Mr. Bartlett had been to him, as to many, many others, a loyal friend throughout the years. Mr. Allen then threw the meeting open to others who cared to speak "not on Mr. Bartlett's virtues, which we all know, but on his vices and the hidden secrets of his life!" There seemed to be none of these forthcoming, but several amusing incidents were related, and Mr. Hird paid a fine tribute to our beloved Vice-President, referring to the poem "Abou Ben Adhem," and saying that he knew of no one who so well exemplified Ben Adhem as Mr. Bartlett. His many kind, thoughtful acts throughout the years had certainly shown that he was "one who loved his fellow-men."

Mr. Allen presented Mr. Bartlett with a cowhide Gladstone travelling bag, from his friends at Bird & Son, and a leather travelling kit as a special gift from some of the ladies in the office. He was also presented with a check for \$500 from Bird & Son, inc. in recognition of his long and faithful service. He responded with appropriate remarks, saying that he found it difficult to know what to say to express adequately his feelings of appreciation. He be-

lieved that a chief source of satisfaction in his years of service had been the sense of close comradeship which he had always found to exist, even from his earliest associations



E. H. Bartlett, Advisory and Consulting Vice-President, who celebrated his fiftieth anniversary with the company on July 25, 1935.

with Bird & Son, inc. That, and the knowledge that he was working with and for a concern that stood for honest, sound business principles, had made his fifty years very happy ones.

In closing, Mr. Allen said that he liked to think of Mr. Bartlett in nautical terms—the "sheet anchor" of the business, the man on whom one could always rely in any storm or catastrophe of industrial life.

In addition to the hearty congratulations of those who attended the reception, Mr. Bartlett received many letters and messages from others who were unable to attend.

Two Fifty Year Men in Month of August

THE month of August will bring fiftieth anniversaries to two of our old timers—Richard McCabe, No. 1 Box Shop and James E. Smith, Paper Machines. Mr. McCabe first came to work at Bird & Son on August 14, 1885, and Mr. Smith just three days later, August 17.

Mr. McCabe worked for a great many years in our Sorting Room,

and then became a night watchman. In 1927 he was ill for a time, but recovered his health and returned to us in March, 1928 in the Wall-board Department at the No. 1 Box Shop, where he is still employed.

Mr. Smith first started work here on the Paper Machines. When No. 5 Machine was built he became a backtender there and in 1910, because of his ability and experience, was made night tour foreman of all paper machines; he stills holds that position today.

Mr. Smith has always been active in Bird & Son affairs. He served at one time as President of the Employees' Mutual Benefit Association.

Two of his children are also working in our company. Miss Marion Smith is our cashier at the Main Office, and James Smith, who graduated from Boston University in 1934, is employed in the office of No. 1 Box Shop.

We congratulate these men upon their coming anniversaries and wish them many more happy and prosperous years.

Horseshoe Tournaments

THE horseshoes are flying thick and fast during the noon hours at all three plants in Norwood and East Walpole. All the boys are getting in trim for the tournament to decide who is "champion" of Bird & Son.

The tournament started the week of July 15 with three entered from Flooring, nine from Roofing, and twelve from the Main Mill. Each mill is having its own tournament to decide who is the local "champ" and then the Flooring Champ will play the Roofing Champ, and the winner of that will take on the East Walpole leader for the company championship. Right now the odds are even as to who that man will be.

Capital which overreaches for profits; labor which overreaches for wages, or a public which overreaches for bargains will all destroy each other. There is no salvation for us on that road.—Owen D. Young.



Our new Granule Plant, taken last winter. Note that there is no dust cloud arising from any of the buildings, although the plant was in full operation when this picture was taken.

Massachusetts Organization Compliments Dust Control

IN the May issue of "Industrial Medicine", a nationally distributed magazine, is an article on the control of inorganic dust in industrial plants, particularly quarries and crushers where the dust situation is particularly bad. Our new crusher at the Roofing plant is given a fine compliment as being the only plant of its kind in Massachusetts where complete dust control is in effect.

The article is written by Mr. William Howard Lehmberg, Engineer of the Massachusetts Division of Occupational Hygiene. This is a newly created Division which is especially equipped to assist Massachusetts industry, upon request, in problems of dust measurement and removal, as well as in such other problems of occupational disease control as are of an engineering nature. Mr. Lehmberg is in a position to speak with authority on the subject, and he writes:

"Control of dust is a specialized engineering problem, and, in so far as is economically sound, dust should be eliminated at its point of origin by well designed exhaust equipment. . .

"There are in Massachusetts two notable examples of excellent dust control resulting from the application of specialized engineering principles. One, the completely dust-exhausted stone crushing plant of Bird & Son, Inc., represents the only

plant of its kind in the Commonwealth where complete dust control is in effect.

"At this plant, crushing quartzite and slate for roofing paper, many worthwhile examples of exhaust ventilation for difficult situations have been developed with the result that an almost unbelievable reduction of dustiness to less than 5,000,000 particles per cubic foot of air has been attained. It is interesting to note that the contract written for this installation specified that the work would not be accepted until dust determinations, made by a consultant retained by Bird & Son, Inc., indicated that the concentrations at all points in the plant were comparable with the standards of permissible dustiness recommended by the U. S. Public Health Service. If this attitude had been adopted by more establishments having dust control equipment installed, there would be in existence today far fewer ineffective or wholly worthless installations."

Two pictures were shown, one a picture of our crusher plant in operation, and the second a granite crusher in this state, without dust control equipment. The comparison shows instantly the cleanliness of our new plant. The other notable example of dust control mentioned in the article was the Westford plant of the H. E. Fletcher Company where the process involves removal of

granite dust from pneumatic hand tools and surfacing machines used in the working of granite blocks for monumental and structural purposes.

Moonlight Sail for Bird Club Members

MEMBERS and guests of the Bird Club will sail from Commercial Wharf, Boston, on the S.S. Steel Pier Thursday evening, August 8 for a Moonlight Sail down Boston Harbor.

A questionnaire was sent out a few weeks ago to determine the interest in such an event, and returns were so favorable that the Committee has gone ahead with definite plans.

Music for dancing on the new and greatly enlarged dance floor will be furnished by the Melody Cruisers, with loud speakers carrying the music all over the boat. Special entertainers—an accordion player, a blues singer, and a variety entertainer—will furnish extra entertainment on all decks.

Dancing 'Til Midnight

The boat will sail at 7:30, returning to the dock at 11 p. m. Dancing will continue until midnight at the dock. Because of the spacious accommodations of the boat it has been found possible to allow each member to invite two guests.

The affair is being run under the direction of the Bird Club Entertainment Committee: E. M. Grout, Chairman; Anne Kelliher, Julia Lewis, Maurice Tarr, Charles Rafuse, Ralph Kemp and John Eppich.

Ticket Committee: Ernest Coleman, Chairman; Roy Cooper, Office; Jean Angus, Paper Mill; Harold McNeeley, Maintenance; John DeCosta, Finishing Mill; Alfred Kendall, No. 1 Box Shop; Ambrose Fitzpatrick, No. 2 Box Shop; William Pratt, Flooring Mill; Henry Morgan, Roofing Mill; and David Lowry, Phillipsdale.

Transportation Committee: Charles Rafuse, Chairman.

Advertising Committee: Arthur Wilson, Chairman.

Special Entertainment Committee: Albert W. Smith, Chairman.

BIRD'S NEPONSET REVIEW

Vol. XXIII August, 1935 No. 4

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers

Editor Circulation Manager
E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer

*Men are not beaten by the big things so
much as by the little things.*

Congratulations, Mr. Bartlett

AFTER the glowing tributes paid to Vice-President Elmer H. Bartlett at the reception on the occasion of his fiftieth anniversary with Bird & Son, inc., there is little we can say which has not already been said.

In behalf of every employee of Bird & Son, however, we do wish to extend our heartiest congratulations to our esteemed Vice-President and wish him many more years of health and happiness.

We say this with the deepest of sincerity to one who has been a personal friend to many of us, a respected and admired executive to all of us, and an invaluable part of our company for fifty years.

We Should Do Better

A RECENT survey by the U. S. Public Health Service brought out the fact that only 20 per cent of workers in the 615 plants studied were provided with the services of a plant safety director, only 17 per cent with a part-time physician, and only 34 per cent with nursing service.

Small plants naturally had the poorest showing in these respects, but even the large plants employing 100 or more, were lacking in many safety factors which we consider indispensable. In these larger plants

only 30 per cent had a safety director, 54 per cent a first-aid room, 19 per cent a part-time physician, and 32 per cent a full time nurse.

Looking at these surprising figures, we can readily see how fortunate we are, as we check 100 per cent with all these services. Why then, with all the aids known to modern Safety practice, can we not make a better showing in our accident record? We have fallen down terribly in the first six months of this year.

The answer of course, is obvious. —No amount of safety devices can supplant good old-fashioned common sense. All the doctors, nurses and first-aid rooms in the world cannot protect the man who is careless on the job. It is not our methods which are at fault—it is ourselves—and it is in ourselves, our attitude toward Safety, that we must look for improvement. Can we do it?

Certainly we can. Last year with an average of 1553 employees we operated with only 24 lost time accidents, and in 1930, with 1324 employees we suffered only 19 lost time accidents. We've done it once, and we can do it again. We've got to do it, for our own safety and happiness. Let's start RIGHT NOW!

John J. Linnehan

JOHN J. LINNEHAN, a Bird & Son worker for thirty-eight years, and Treasurer of our Benefit Association for eighteen years, died at the Norwood Hospital Tuesday, June 25 as the result of injuries sustained at his home on Sunday, June 23, when he tripped and fell down a flight of stairs.

Mr. Linnehan was one of our veteran paper makers, coming here on April 7, 1897 as a helper on No. 5 machine and working up to the position of skilled machine tender on that paper machine. Eighteen years ago Mr. Linnehan was elected Treasurer of the Employees' Mutual Benefit Association and he has held the office continually since that time. He was also a member of the Norwood Lodge of Elks, the Norwood Aerie of Eagles and the Holy Name Society of St. Catherine's Church.

Funeral services were held on the morning of June 27 with a solemn high Requiem Mass at St. Catherine's church. Pall bearers were six neph-

ews of Mr. Linnehan: Lawrence and John Donnelly of New York; Raymond White of Walpole, Vincent White, Thomas Cotter and James Donnelly, all of Norwood. Interment was in the Highland cemetery. A large number of Bird & Son friends attended the services to pay their respects to one of our best loved fellow workers.

Mr. Linnehan is survived by his wife, Hannah, three daughters, Mrs. Joseph Curran, Miss Agnes and Miss Helen, of Norwood, and one son, John, who is employed at our Mill Office as messenger. To the family we extend our deepest sympathy.

Resolutions

At a recent meeting of the Executive Committee of the E. M. B. A. the following Resolutions were unanimously adopted and a copy given to Mrs. Linnehan:

"We record with deep regret the death of our beloved Treasurer, John J. Linnehan, who passed away at the Norwood Hospital on Tuesday, June 25, 1935.

"A loyal worker in Bird & Son, inc. for thirty-eight years, a true friend, respected and loved by all who knew him, he was always actively interested in the affairs of the Employees' Mutual Benefit Association. In 1916 he was elected Vice-President of the Association, and a year later was made President. In 1921 he was elected to the office of Treasurer and served most faithfully in that capacity for fourteen years, until the time of his death.

"His passing brings a real loss to us all. He will be greatly missed by his fellow employees, his employers, and the organizations for which he worked so faithfully.

"RESOLVED: That this memorial be spread upon the records and that a copy be given to his wife.

Bird & Son, inc.

EMPLOYEES' MUTUAL BENEFIT
ASSOCIATION

Executive Board."

Elias Trofatter

STRICKEN by a heart attack while at work on Monday morning, June 24, Elias Trofatter, Turbine Room Engineer, died before help could be summoned.

Mr. Trofatter was born in Salem, Mass. on July 25, 1866 and came to Bird & Son as engineer in November 1912. He was one of our best known and best loved old timers, a faithful worker and good friend. He had been enjoying the best of health and his sudden death was a shock to all who knew him.

Funeral services were held at his home on Pleasant St., East Walpole on June 26. A large group of Bird & Son employees attended.

Interment was at the East Walpole cemetery.

He is survived by his wife, Ellen, and a brother, William, of West Medford.

James Berry

It is with regret that we record the recent death of Mr. James Berry, owner of the Berry Paper & Stock Company of Taunton, Mass. Mr. Berry was 74 years of age and had devoted the greatest part of his life to the paper stock trade in the city of Taunton.

For many years his firm has supplied us with both rags and waste papers, and he himself was well known to many of our older workers. He was always greatly respected both here and elsewhere for his honesty and fine character, and he will be greatly missed in the community.

We extend our sympathy to his family.

To Get Pleasure Out of Life

THE following prayer is said to hang outside the refectory of Chester Cathedral, England, and is worth reprinting:

"Give me a good digestion, Lord,
And also something to digest;
Give me a healthy body, Lord,
With sense to keep it at its best.
Give me a healthy mind, Good Lord,
To keep the good and pure in sight,
Which seeing sin is not appalled
But finds a way to set it right.
Give me a mind that is not bored,
That does not whimper, whine or sigh;
Don't let me worry over much
About the fussy thing called 'I'.
Give me a sense of humor, Lord,
Give me the grace to see a joke,
To get some pleasure out of life
And pass it on to other folk."

A Tribute~

The death of

George R. Wyman

A Vice-President and Director of Bird & Son, inc.

takes from us one of our oldest and most loyal workers.

On March 17th, 1887, he came to work here; on April 5th, 1935, he died. Forty-eight years of continuous service - an outstanding record through various positions of responsibility to that of Vice-President and Manufacturing Manager.

He was a most resourceful man in any emergency. His Yankee ingenuity, his inventive mind, his refusal to ever allow himself or anyone else to say "It can't be done", contributed greatly to our various developments over the years. His one and only hobby was this business and after retiring from active executive work, his one hobby was still this business.

A New Englander of sterling character has gone from us.

We shall miss him greatly as counselor and friend.

Resolved: *That the above be adopted as expressing in some degree the affection and admiration of his associates for George R. Wyman. Resolved further: That this memorial be spread upon the records and that copies, suitably engrossed, be given to his wife and children.*

<i>Philip A. Allen</i>	<i>Frederick H. Hind</i>
<i>Paul A. Anderson</i>	<i>George A. Lee</i>
<i>C. H. Bailey</i>	<i>John R. Macaulay</i>
<i>Edmund H. Bartlett</i>	<i>Benjamin H. Mahood</i>
<i>Charles J. Bird Jr.</i>	<i>Benjamin H. Rogers</i>
<i>Charles W. Curren</i>	<i>Allen J. Russell</i>
<i>Richard C. Floyd</i>	<i>H. E. Savage Jr.</i>

Tributes to Mr. Wyman

REPRODUCED on this page is the very fine tribute to Mr. G. R. Wyman which the officers of our company recently had engrossed and presented to Mr. Wyman's family. It shows the deep respect and great esteem in which Mr. Wyman was held by his associates here.

An equally fine tribute was paid him at the recent Annual Convention of the National Paper Box Manufacturer's Association held at The Drake Hotel, Chicago. At that meeting the following resolution was unanimously adopted:

"WHEREAS, God in His infinite wisdom has seen fit to call from our midst our fellow member, George R. Wyman, be it

"RESOLVED, that we, the members of the National Paper Box Manufacturers Association, in convention assembled, express our sorrow to the family of our friend through this resolution, and be it

"FURTHER RESOLVED, that this message be conveyed to the family of the deceased by the Commissioner of the Association."

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Ethel Cobb
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Ruth Milliken

We welcome Dorothy Allen to the Traffic Department.

Mary Hickey has returned from a week of her vacation.

Maine and the Cape seem to be the favorite vacation spots for the members of the Credit Department to date: Anna Roundy, Winifred Rhind and John Andrews went to Maine, and Ethel Cobb to the Cape.

We welcome John Puckey back to the office. Kathryn Broderick is enjoying her vacation at Harwichport. Betty Lamore is spending hers at Marblehead.

Mary Foley has returned after two weeks at Falmouth.

Donald Ross claims the title to the handsomest man of the Paper Machines.

Fred Jonah got a pineapple hair cut. Nuf sed.

Larry Doane and Esther Olson enjoyed vacations during the month, acquiring fat and tan.

Here's wishing the best of luck to the new brides. Helvi Lehtonen became Mrs. Illmari Sjoblon on June 15th and Anne Waytekunas became Mrs. William Brady on July 20.

Pat Costello has returned from his vacation minus his tonsils.

Wedding bells will ring in the near future for Beatrice Barnes who will be married August 2nd and Nellie Shusta, August 17th. Come on, Ada, you are next in line!

After driving Buicks for 19 years, Fred Duncan has changed to a Plymouth.

Harry Godkin may be seen any night now, in back of his house taking care of the garden.

A bad leg and a bad auto will not keep Tony Feeney away from Medfield while dump trucks run between Walpole and there. Tony has started to use his thumb three nights a week.

Peter Glebus has turned salesman on the side. You can buy a box of 24 clothespins from him for 5c. Ask him how he does it.

We are all glad to see John Maguire back on No. 3 machine again.

George Abely says that firecrackers are harmless. What makes him think so!

Walter Bisdneck spent his vacation touring Pennsylvania, John Ready at Revere and Lewis Keddy at home farming.

Eric Johnson has returned to work after a serious operation, looking and feeling better than for a long time.

Peter Folan is still out. We wish him a speedy come back.

Vacations at the Stock Transfer Department include: Mytro Korbut, Cape Cod; Fred Bortolotti, New York and Canada; James Porchinsky, New Hampshire; Tony Yuhasky, at home; Coleman Howe, Nantasket Beach; and Nicola Troiano, at home.

Jack Dower has bought a Chevrolet to truck lumber to Hough's Neck.

Jim Donovan likes to go out on the Fishing Boat, Myrtle. What made your nose so sunburned, Jim?

Hilda Zimlicki is seen running around in a new Chrysler Air Flow. Does it mean anything, Hilda?

Gladys Wyrtones is taking driving lessons from Bernice Bechunas behind the "ink mill". How's your insurance, Bernice?

Frank Nyborn has gone to the dogs. He now has a nice Shepherd dog, pedigree and all.

Kimble McEwen toured Canada on his vacation and was stopped only once, in Maine. The officer said he was going fast, but Mac said he was only going 55.

We all wish Mytro Korbut the best of luck. They tell us he "went and did it", Saturday July 13th.

For Sale—one red goat, weight 150 lbs. Gives a quart of milk a day. All for the small sum of \$40.00. See Peter Glebus.

Sadie Hill may be seen at Lake Archer nine nights a week. What's the big attraction, Sadie?



Unusual float built at our mill for Curtis & Pope Lumber Co. of Waltham for use in the 4th of July parade in that city.

Anne Ecklund is now "keeping house." She has moved from the Hermitage to the Talbot Apartments in Norwood. She likes it very much and says "Come up and see me sometime."

May Walsh and Anne Novick recently made a trip to New York, going down by boat.

We extend a hearty welcome to the new correspondent in the Shoe Carton Sales Division, Charles H. Sewall of Dedham.

Olga Anderson and Welthea Smith spent their vacation on Cape Cod.

Scotty Robertson spent his at Minot's Light.

Edgar Tarr is the proud daddy of a baby son, David Allen, born recently at the Norwood Hospital.

"Mystery of the Missing Shoes" is responsible for a new song composed by Peg Delaney of the Cost Department. Accompanied by Harry Hey, it goes something like this: "Give me my shoes. I wanna get a drink of water," etc. etc. Agnes Foley, detective, finally put her snifters to work, finding one of the shoes in Ray Young's desk and the other in that of Bob Rodd. And Al Kimball still claims he had nothing to do with it.

Benny Beale and Eleanor Morse spent very enjoyable vacations touring Canada (not together).

There are no flies on the girls in Flooring Sales! Bertha Broadley and Doris Pease are champion swatters.

Floyd Robbins of the Credit Department recently joined the marriage ranks. He has been showing plans for the new home he is contemplating building.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

We wonder what the attraction is for Ernie Stather at Mt. Monadnock. We also hear rumors that he is trying to raise a moustache, or anyway there are a few scrawny hairs on his upper lip.

We hear that John Bandonis is going on Major Bowes' next amateur program.

Robert Hood and Bill Angus spent a scotch vacation at Barnstable digging clams.

James O'Donnell vacationed at his home port, "Gloucester-by-the-Smell". While there he attended a reunion of his old outfit that did service at the Mexican Border.

Best of luck to Jimmy Schuller who was married to Miss Ruth Davis of Norwood on July 4th.

Elizabeth Connolly certainly had a good time on that trip to Pennsylvania.

The Paper Makers' Social Club are planning a Big Clam Bake some time in August.

For latest styles in overalls, see Jim Donovan.

If you want Veronica Dixon to see you when you pass on the road to the Cape, be sure to open the window and let out a war whoop!

Perley Mudgett spent his vacation in the old home state of Maine.



Jackie and Maureen Murphy, the youngest children of Bill Murphy, Head of the Shipping Department of No. 1 Box Shop. Jackie is already following in his father's footsteps as a ball player

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

This has been a pretty good time for marriages. Joseph Queenan, and Miss Anna Beagan; Miss Doris Callan, daughter of Bill Callan, and Mr. Irving Clement; and Miss Amila Cyronak, the daughter of Charles Cyronak, and Mr. Joseph Mallenic were all married last month. We wish them all the best of luck.

Hot weather seems to affect some of our cars almost as much as cold weather. Armond Giberson had trouble starting his car one night recently and Walter Gill worked a couple of hours overtime trying to get his lights working.

Some fellows have all the luck. Ed Kelly's car burned up on him a week or so ago.

Bill Andrews came to work recently looking like an accident going somewhere to happen. We haven't yet found out what the details were.

Joseph Borges is richer by \$10 by reason of his examination of the junk in the cutter room. Manuel Mendes found a small piece of metal and not thinking it was any good he tossed it over to Makar Kurda who didn't have any use for it either so he gave it to Joseph Borges. Joe shined it up a bit and found that it was a \$10 gold piece.

We were sorry to hear of the deaths of the fathers of John Rogers and George Babbitt.

We welcome R. H. Salisbury, Jr., who has started to work in the Shipping Department.

Box Factories No. 1 Box Shop

John P. Walsh
Earl Boyden

Mr. and Mrs. John Cooke have returned from their honeymoon at Atlantic City. John was married on June 29. Best of luck, John.

We welcome back William Urquhart and Mike Sam after a long period of recuperation.

There are two proud daddies in the Shipping Department—Henry Johnson and Kenneth Towle. Both babies were boys.

We extend to John Grusacki our deepest sympathy on the loss of his mother who passed away recently.

Congratulations to John Medaillen and Frances Santoro who were recently married. John works in our Shipping Department and Frances was a former worker in the Corrugated Finishing Department. We shall miss her snappy notes for the *Review* columns.

Alex Balnis and James Salmon, Jr. are the latest additions to the roster at the Combiners. Welcome!

Jack O'Donnell burns up the greens and fairways nightly. He will meet all comers and is said to be pretty good.

Vacations in the shipping department included: Michael Verderber, Vermont mountains; Wilmer Wiggins, haying in New Hampshire; "Billy Goat" Head, fishing at Mirror Lake; Tony Nenartowicz, City Point and Nantasket; Kenneth Towle, home taking care of the baby!

Ralph Watson has returned from a most successful and pleasant fishing trip in Maine.

The humid weather is raising the dickens with Herb Lewis' bushy locks!

Roofing Mills and Offices

William Bothwell
Stanley Phillips

John White
Charles Norton
Edward Hiller

If you want to hear a real Southern accent, just ask Harry Hamilton about that "hoot owl shift" he has been working!

Congratulations to George Smith, his wife presenting him with a baby daughter.

John Conroy is taking a long auto trip to Nebraska for his vacation.

John Foley is visiting Maine, New Hampshire and Vermont.

Peter Clem has left the lab to take a job at Francis William Park. Max. Rabinovitch is now in the lab.

Harry Hamilton has left our inspection department to go with the Sales Department. Carl Altonen is the new inspector.

Mike Sheehan spent his vacation down at the Cape.

We are glad to welcome Joe Bartell back to work after a long absence due to an injury.

We understand Nick Radzwill is going into the chicken business with his brother-in-law.

Chicago Mill and Office

Ray Wolf
R. Koerbel Smith

Anna Kelly
Marjorie McNay

We all wonder why Bernie Van Brussell hangs around Roseland Saturday nights, buying and giving away diamond rings to little girls—or maybe some one is doing a lot of tall story-telling.



Charles Anthony, Jr. and his dog, Mickey. Charles is the son of Charles Anthony of our Phillipsdale Plant.

Herb Schrieber has a brand new second hand Chevy.

Ed Stulik has purchased a new Plymouth.

Horseshoes are again coming into their own and some very lively games are seen at lunch time.

Mr. Baldwin is away on his vacation.

Mr. Bauer returned from his vacation with a set of snapshots of his farm.

Mr. Denniston of Denniston and Partridge at Newton, Iowa and nine of his yard managers took a tour through our plant early in July.

Mr. Annan of the Leicht Bros. Whse. Co. of Green Bay, Wisconsin also paid us a visit.

Of course, we are always glad to see L. L. Williams' smiling countenance around the office.

The month of July has been full of excitement for Bob Hand. First of all, he met with an automobile accident—quickly recovering and returning to the office—has been assigned to represent us in Wisconsin in Gordon Wike-lund's territory. Good luck—Bob!

Herman Klienow has returned from his vacation and reports that he had a fine time, but does not care for farm life.

Ernie Jacobs is the champion post bumper of the mill, although some of them don't fall so easily.

Ray Gusick is spending two weeks up in Minnesota.

Red Overholt is still remaining single and happy.

Noon hour bowling is a most popular sport these days. Here are six champions in action: William Angus and John Rasch of East Walpole; John Walsh and William Carr at the Roofing Mill, and William Gokey and Charles Locke at East Walpole.





Mrs. Marshall Meyer, wife of our Chicago Receiving Clerk. The landscaping of this garden at their home was all done by Mr. Meyer himself.

Marshall Meyer is relieving B. J. Overholt while the latter is on his vacation.

F. Grant spent his vacation in the Army. He is a reserve officer.

We expect a flood of vacation snapshots after all of these fine trips. What say, fellows?

Clarence "Shorty" George is the father of a new daughter. Weight 5 lbs 4 ounces. Marlyn Jane is the name and Shorty is coming along fine.

George Hornof returned from his honeymoon last week. Ray Lance is soon going on one.

J. Cozzi is around asking how much a bedroom suite costs, or the price of a parlor set, so we wonder if he has entertained some thoughts in the line of marriage.

Mr. Matcha saved a dollar by making his own fishing floats for use on his vacation.

Lou Lance is becoming quite a ping pong player and should soon be able to hold his own.

Frank George returned from his vacation last week.

Dan Landt just returned from a vacation in Florida, and was he brown! Everybody had to take a good look to recognize him.

Marge Thompson is spending her vacation in Chicago.

Dick Johnson is visiting his family in northern Minnesota.

Norma Olson is up at the Eleanor Camp in Lake Geneva, Wisconsin.

We were all happy to have Margie Mulhall return to the office after having been home sick for several weeks. You are looking good, Margie, keep up the good work.

The office force is going to send John Matcha a little machine oil for the squeaky new shoes he bought. Not wishing you any bad luck, John, but we hope they wear out in a hurry.

Flooring Mill and Offices

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Thomas Paquette
Lawrence Gammell

We extend our deepest sympathy to Eino Manninen in the recent death of his father.

Vacationists include; Ralph Hildreth touring Maine and New Hampshire; Joe Daisley in New Hampshire; Elton Hamilton, Cape Cod; Ralph Nutter, touring New Hampshire.

We hear wedding bells gently tolling in the offing for Frank Jankowski. Woe is you, Frankie!

William Thompson has moved to his Summer home at Lake View, Foxboro.

Clarence Phillips spends all his spare time deep sea fishing.

Nelson Phillips recently returned from a two weeks' fishing trip "down east" without any fish "stories".

Elton Moore is spending a month's vacation in the "old country" down east.

We would like to know what Carroll Gammell has been doing to lose so much weight. We'll soon have to put lead in his feet and rubber in his head and use him for a pencil.

Michael D'Espinosa is living at his camp at Lake Pearl.

Joe Long has a new Ford V-8 roadster.

New men on the print machines include Albert Dean, Herbert Pearse, Terry Reynolds, Howard Osborne and Edwin St. John. Welcome!

As a result of indulging in a yawn on July 5th, Charles Hooper dislocated his jaw. Being unable to talk or close his mouth, he let it be known by the use of a pencil and paper what had happened. It required the skill of a physician to replace the unruly member.

On Wednesday, July 3rd, Mr. and Mrs. Francis Monohan became the proud parents of a 9-lb. daughter, Beatrice. Congratulations, Francis!

Albert Hayward is touring New York State on his vacation.

Al Jenkins spent his vacation in Barnstable. Ed Daley tried fishing in New Hampshire.

Bill Irving is now sporting a new to him Ford V-8.

We wonder if wax at 150 degrees is very hot? Ask Nelson Phillips.

Leo Bernier should look to his golf laurels when Red Wurzel is on the course.

We notice that Martin Scampini has acquired his annual Mahatma Ghandi hair cut. It may be cool, but—

We are sorry to hear that trouble has overtaken Albert V. Duffy. While spending his vacation in Vermont, at the bed side of his brother, he was able to be with him in his last moments.

Chicago Office

Anne Pollock

Anne Dillenburg

In the good old summer time, etc. This means VACATIONS and what is more welcome in the hot weather than a couple weeks of fishing, swimming, golfing and nursing sunburns.

The fish seemed to have called Harold Altman as he took his rod and went up to Pine Lake, Wis., to get his share of the game. Evidently the catch is getting better as the stories are getting bigger.

Marge Westfield spent several days at Turkey Run. From all indications a good time was had.

Ann Pollock states her vacation will be spent at points East. Just what territory this covers we are not certain, but assume it is a good one.

As Evelyn Hoffman puts it, she will go "Here and there" on her vacation.

Virginia Szukalla is basking at Devils Lake, Baraboo, Wis. No doubt the name tempted Virg. or probably there were other interests.

Mary MacWade had much to say concerning her trip to Minneapolis on the new streamline "Zephyr". It might have been a fast ride, but Mary can take it.

Friends of Ida Mitchell showed much faith in her driving by accompanying her on a week-end trip to Union Pier, Mich. We would like to suggest to Ida to keep off narrow streets in order not to get too chummy with other cars.

Lill Moe is spending her vacation "peace meal", taking short trips and playing much golf.

Mary Coatar is spending her spare time at the "Dew Drop Inn" cottage at Flint Lake, Ind.

Messrs. MacIvor and White visited the Sand Dunes a short time ago. When they returned, "were their faces red".

Tony Sultan returned from his vacation after spending most of the time close to home.

A recent visit from G. R. Groendyke included a box of sweets. We appreciated this, George. Hope to see you again.

Do you want to see something "Ducky"? Look for Gladys Davis in her new bathing suit.

We were pleased for the visits made during the month by the following—Mr. Sawyer, Anne Kelly, and Lillian Knight.

Many of our girls took part in a surprise birthday party given in honor of our former office manager, namely: Tom Howell. The party, arranged by Mrs. Howell, was enjoyed by all.

Chuck White received a slightly used golf bag as a gift. All contributions such as clubs, balls, caddies and handicaps (especially the latter) will be cheerfully accepted.

After trying her luck at bicycling, Marie Lester has decided to stay closer to the ground.

Ann Duggan has developed a strong right arm by her daily adjusting of the window shades.

We girls are undecided as to ever marrying since witnessing the work-out Mary Curran had in acting as a bridesmaid.

The Bonus announcement was very warmly received. Plans for spending the money ranged from investing in a gold tooth to a down payment on a boat trip.

Young son of R. K. Smith, Chicago Roofing Plant, doing a little trapeze work from his dad's finger tips.



Bird Club Tennis Team

THE Bird Club Tennis team has seen plenty of action to date with nine matches played. Of these five were won, one tied, and three lost.

At present the only matches scheduled are the Bellevue Country Club of Melrose at East Walpole on the 24th of August and the Brockton "Y" at East Walpole on September 7.

The second team which played the Charles River match with the aid of several first team members will engage the Brockton "Y" third team on August 10th.

Entries are now being taken for the yearly Francis William Bowl Tournament and a doubles tournament is also being drawn up.

The record:

- Loring Greenough T. C. of Jamaica Plain—6-3.
- Brockton Y. M. C. A. (lost) 1-6.
- Northeastern T. C. 7-0.
- Brockton Y. M. C. A. (lost) 4-5.
- Ashmont T. C. 6-1.
- Loring Greenough T. C. 8-1.
- Newton Squash and Racquet Club 3-3.
- Charles River T. C. (Medway)—7-2.
- Bellevue Country Club (lost) 2-6.

East Walpole Birds Win Pigeon Races

IN a series of six Homing Pigeon Races held during May and June by the Norwood Homing Pigeon Club, the birds of Joseph Marsh, Gould Avenue, East Walpole made the best average flying time and brought home the silver cup to their proud owner.

Birds from Mr. Marsh's lofts made three first places and one second place. They did particularly well in the long 400 and 500 mile races. Louis Silvestri, Roofing Machines, had one bird finish second in the first race, and one finish first in the second race. Tony Malacinski, former worker at the Flooring Machines, took all three top places in the 200 miles race, and a second place in the 300 mile. Henry Doudie, No. 1 Box Shop, won a first in the 300, second in the 100, and third in the 500. James Ferrara, Roofing Machines, had one bird which finished second in the 500 and another finishing third in the 80 mile race. Mr. Ferrara won second place in the series.

Races were held as follows:

- May 5, from Greenfield, Mass.—80 miles.
- May 12, from North Adams, Mass.—100 miles.
- May 19, from Herkimer, New York—200 miles.
- May 25, from Lyons, New York—300 miles.
- June 1, from East Buffalo, New York—400 miles.
- June 8, from Ashtabula, Ohio—500 miles.

This completes the racing for the present, and the members of the club are now busy training their birds for the next series early in the fall.

The Club members cordially invite inspection of their birds and lofts at any time, and will be glad to explain the details of the racing, the breeding and the training.



Members of the Norwood Homing Pigeon Club:
Standing: Charles Santoro, Andrew Janovich, James Ferrara.
Kneeling: Louis Silvestri, Joseph Marsh (winner of this year's Cup), and Henry Doudie

Notice

Recently there have been two near accidents at the corner of Washington and Water Streets. This is a bad hill, and coming up Water Street, it is difficult to get on to Washington. Therefore will those of us who are driving by Water Street, slow down and be more cautious passing this street.

CENTRAL SAFETY COMMITTEE

Left-Handed Compliment

Brunette: "A man got drunk in my company last night and proposed to me. I'm still so angry I can scarcely control myself."

Admirer: "Why should that make you angry?"

Brunette: "I'm already married to him!"

A Night of Practice

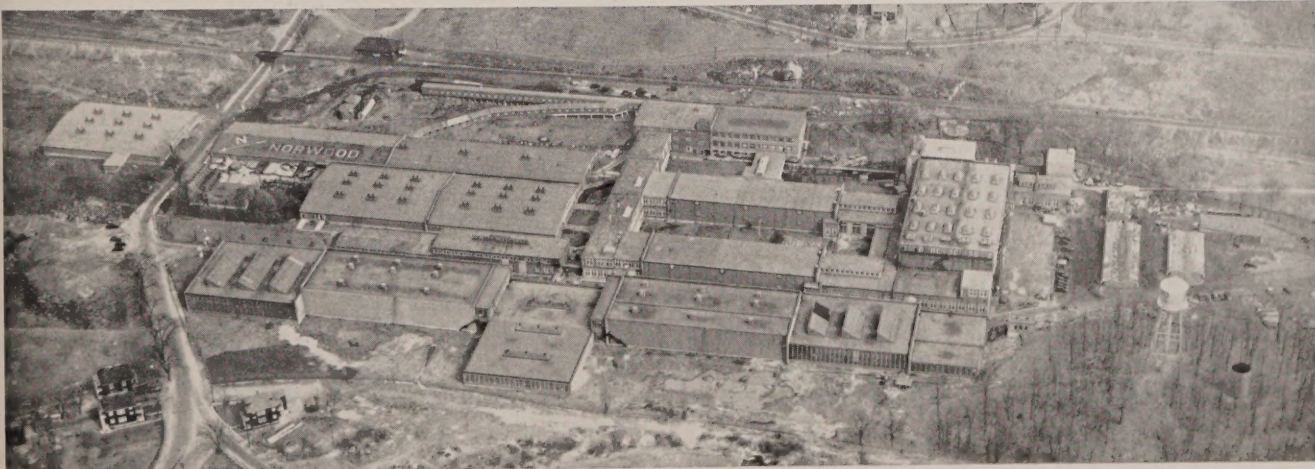
Doctor: "You cough easier this morning."

Patient: "I ought to; I've been practicing all night."

Doctor—"Now, young man, what have you got to say for yourself?"

His son (in for a licking)—"How about a little local anaesthetic?"

A new aerial view of our Norwood Flooring Plant, taken just before the new construction was started. The building on the right with the ventilators on the roof is the hanger building which is being enlarged. In the empty plot of ground beside it has been built the new storage building, and to the rear, along the river bank is being built the new mixing plant for Duracork and Chromalin.





Real baseball — that's what our Bird & Son team is playing this year. Here are two plays to prove it. First is John Chubet, rounding third base as another player sends the ball to center field; Second is Joseph Smelstor at bat

Baseball

AFTER a fine start in the first half of the Southeastern League the Bird & Son team, due mainly to the loss of four players, finished in fourth place. This half was won by Stoughton with the Taunton Lumber team a close second.

In the second half the Bird & Son team is in third place, after a six-game winning streak. Most of the pitching burden has rested on the shoulders of Lil Petroni who has been beaten only once in his last six starts.

Bill Murphy leads the batters according to the number of games played. The averages are:

	Games			
	Played	At Bat	Hits	Ave.
Cavanaugh	7	24	11	.458
Arthur	7	26	10	.385
Murphy	21	76	27	.355
Allen	11	37	12	.324
Callahan	9	33	10	.303
Petroni	21	70	21	.300
White	17	70	21	.300
Oakes	20	67	19	.284
Smelstor	20	66	18	.273
Maguire	9	30	8	.267
Chubet	8	27	6	.222
Jarlis	4	8	0	.000

Interdepartmental Baseball

The departmental league is booming along in fine fashion with the Roofing mill practically the winner. Ed Hiller's boys have won six straight games and have yet to taste defeat. Bobby Hunter's pitching and Ernie Zinkowski's big bat, along with considerable help from Ed himself have been the chief factors in their victories.

The standing of the league as of July 22:

	Won	Lost
Roofing Mill	6	0
Flooring Mill	1	3
Paper Mill	1	3
No. 2 Box Shop	1	3

Golf News

KEEN competition in recent matches has redoubled the interest in the out-come of the golf tournament which has been under way for some time. Undoubtedly when this is published the finals will have been played and the winning team will have brought home the bacon and devoured it. At present, however, all eyes are directed to the duel in the Eagles tournament between the Personnel Department and the Flooring Office!

The lusty hay-maker drives of Al Smith combined with the gimlet twists of genial Ben Rogers are sure to give the jigger experts, Stuart Nickerson and Ralph Wight a close battle. It looks like anybody's bowl of cherries, but if Ben's line of chatter doesn't give out, the "G men" have the edge.

In the Birdies Tournament, the Flooring team, composed of Red Wurzel is now leading. Charles Rafuse and Jack Bradley representing the laboratory have been improving a great deal and are right on the heels of the leading team. Chet Andrews and Jim Maguire of the Box Sales team took a few lessons from a couple of Mussolini's best golfers, but all they got out of it

was a foreign accent! "What! You no play, Jeemee!"

All the contestants are unanimous in their praise of Frank Sutherland who is Chairman of the Greens Committee. The course is in fine condition, the grass grows green, and everyone agrees that Frank has what it takes to make a good Greens Committee Chairman.

Ralph Wilkins is in charge of outside tournaments and is working on matches to be played between a Bird Club team and teams representing other local industries. Incidentally, this south-paw marvel is still slicing them like a burgomaster in a boloney shop.

The League standings follow, as of July 24, 1935:

Team	BIRDIES		
	Won	Lost	Per Cent
FF	10	2	.833
PFL	10½	4½	.700
FXP	6	6	.500
CX	5	7	.416
EM	4½	10½	.300
T	0	6	.000
CE	0	0	.000
Team	EAGLES		
	Won	Lost	Per Cent
PF	11	1	.916
G	16	2	.888
PMN	10½	7½	.583
ACF	8	7	.533
PE	2½	6½	.278
RC	4	11	.266
PMD	2	13	.133
CD	0	6	.000

Soccer News

OUR Soccer team showed unexpected strength in the Gov. James M. Curley cup semi- and final games.

Beacon A. C. took a 3-2 goal lead at Lincoln Park in the first game of the semi-final round, but were defeated at East Walpole 7-3 in the second and deciding game after two extra time periods.

The two final games were against the crack Lusitania Recreation team of Cambridge. Both were played on neutral grounds at Lincoln Park, Boston. Lusitania won the first by 2 goals to 1, Bird & Son receiving bad referee decisions.

The second and final game saw Bird & Son quickly wipe out the goal deficit and go ahead one goal after twenty minutes of play, in which the "Lusis" were completely outclassed. Bird & Son held the lead to twenty minutes from time, when another outbreak by opponents and their supporters ruined the game, which was finally taken on bad breaks by Lusitania, 3 to 2.

Our players will receive finalists' gold medals with the praises of the officials and fans.

Players who earned medals in the series: Charles Travers (Captain), Harry Benson, John Hogan, James Schuller, John Ricco, John Erickson, Carl Frederickson, John McDougal, Jack Smith, Augustus Hogan, Walter McKenna, David Ross, Edward Hogan, Harold Nicholson, William Dropski.

Veterans' Service List

We give below the names of those whose fifth, tenth and fifteenth anniversaries fall during August and September and of those who complete twenty or more years' service during these months:

AUGUST			Years
Richard C. McCabe	8-14-1885	Box Shop	50
James E. Smith	8-17-1885	Paper Mill	50
Mary Friary	8-1-1887	Retired	48
Frank Murphy	8-19-1895	Finishing Mill	40
Hattie Willis	8-17-1896	Retired	39
John Sullivan	8-3-1899	Maintenance	36
John Sheehan	8-2-1902	Roofing Plant	33
Martin O'Donnell	8-10-1902	Maintenance	33
Mary McKinnon	8-9-1905	Box Shop	30
L. P. Balduf	8-1-1906	Paper Mill	29
M. J. Hawkins	8-6-1906	Assistant Traffic and Pur. Mgr.	29
John Blazonis	8-15-1907	Paper Mill	28
Michael Coyne	8-1-1908	Paper Mill	27
George Stone	8-7-1908	Paper Mill	27
John Wilkes	8-8-1908	Box Shop	27
John D. Countway	8-20-1909	Power & Steam	26
O. J. Goodspeed	8-2-1910	Box Shop	25
Samuel Hunter	8-29-1910	Box Shop	25
Fred B. Duncan	8-24-1911	Maintenance	24
Ethel Havey	8-13-1912	Box Shop	23
Michael Costello	8-4-1913	Roofing Plant	22
Leroy Fullerton	8-30-1913	Box Shop	22
K. Henry Olson	8-2-1920	Maintenance	15
George Woods	8-4-1920	Flooring Plant	15
John Lobisser	8-9-1920	Maintenance	15
Joseph Jurgelewich	8-23-1920	Paper Mill	15
Charles Miksis	8-23-1920	Flooring Plant	15
Edward Scanlon	8-30-1920	Box Shop	15
Andrew Thompson	8-31-1920	Maintenance	15
Robert Garner	8-1-1925	Flooring Sales	10
G. J. Keller	8-1-1925	Roofing Sales	10
Howard Johnson	8-17-1925	Flooring Plant	10
J. B. Blandford	8-11-1930	Roofing Sales	5
David Miller	8-13-1930	Flooring Sales	5
R. B. Roberts	8-25-1930	Roofing Sales	5
CHICAGO			
Louis A. Lance	8-30-1920	Roofing Plant	15
PHILLIPSDALE			
Charles Cyranock	8-4-1910	Felt Mill	25
Alexander Homenick	8-23-1915	Felt Mill	20
James Kuzmich	8-9-1920	Felt Mill	15
Nathan Olch	8-17-1920	Felt Mill	15
Manuel Perry	8-8-1930	Felt Mill	5
CANADA			
L. S. Odell	8-17-1920	Montreal	15
W. G. Greenhill	8-24-1925	Sales—Ontario	10
H. L. Balch	8-24-1920	Sales—Manitoba	15
W. Erwin	8-28-1907	Hamilton	28
D. McLennan	8-13-1925	Hamilton	10
E. A. Deslisle	8-19-1910	Pont Rouge	25
E. Dery	8-6-1925	Pont Rouge	10
E. Laroche	8-20-1925	Pont Rouge	10

SEPTEMBER			Years
A. C. Urquhart	9-10-1896	Maintenance	39
P. R. Allen	9-15-1898	Chair, Board of Directors	37
Florence Holmes	9-25-1898	Retired	37
John Eppich	9-5-1903	Roofing Plant	32
Patrick Coughlin	9-10-1904	Paper Mill	31
Antonio Paddock	9-4-1905	Paper Mill	30
S. C. Traudt, Jr.	9-15-1905	Roofing Sales	30
Michael Burke	9-22-1905	Paper Mill	30
Louise McFarland	9-7-1908	Office	27
ohn Clancy	9-7-1909	Box Shop	26
Louis Dalksever	9-20-1909	Roofing Plant	26
Michael Costello	9-26-1909	Paper Mill	26

Suggestion Awards

JUNE

CLASSIFIED as of Intangible Value and given an award of \$5.00 each:

- Micarta Bushings in DMN Pumps—John R. Bache, Former Employee
- Metal Chute at Hoppers to Eliminate Dust—W. R. Bearce, FBW
- Signal Horn at Top of Slate Tanks—Charles Casey, FBX
- Cement Support or Iron Horse at FB22 Conveyor—Guiseppe DeVirgilio, FBX
- Shield at FXC Door to Keep Out Water—John P. Dixon, FXC
- Move Valve Stem at FXC Closer to Wall—John P. Dixon, FXC
- Shorten Rolls on Rug Choppers—Arthur Duncan, FFR
- Extend Lower Paddle in Staybind Cooker—John Goonan, FXC
- Eccentric Bushings on Tying Machines—John G. Graney, FBM
- Change Foot Pedal on E53 and E66—John G. Graney, FBM
- Platform for Safety at FBK—Eric Janson, FBW
- Power for Crane at FXC—Harold Johnson, FXC
- Steps for Storage Platform No. 5 Machine—Louis P. Macchi, FBP
- Elimination of Unnecessary Work at FBW—Charles Malouf, FBW
- Core Dragger at FXC—Thomas Paquette, FXC
- Guard Rail on Stairs to FB Brigade Room—Joseph Quinn, PBL
- Protective Covering for No. 5 Broke Beater—Joseph Sinkovitch, EML
- Platform for Cleaning Top Glue Roll on FXCM1—Richard Sprague, FXC

JULY

Classified as showing a saving in Manufacturing Cost and given an award of \$10.00:

- Rolls to Straighten Paper on Rotary Box Machines—Laurence Hubbard, FXR

Classified as of Intangible Value and given an award of \$5.00 each:

- Improved Pulling Clamp at Ovens—Peter Armans, FFP
- Electric Brake on Reel at DMPM5—T. F. Bannon, EME
- Lock Ring for Tailboard Release Handle—Howard Bearce, FBK
- Clean-out for Over-flow Pipe at FBW—William R. Bearce, FBW
- New Method of Putting Plates on Cylinder Press—Leo W. Brunell, FXR
- Jigs for Bric Craft Die—Charles Chorlton, FBM
- Eye Bolts in Weather-Tex Die—Charles Chorlton, Jr., FBM
- Telephone for Slate Room—Joe Cozzi, Chicago
- Fence at Walk Under Bucket Elevator from Crusher to Storage Tank—Perry Crane, FBW
- Change Pulleys on No. 8 Paint Mixer—Vincent DeLaiarro, FBP
- Use Waterproof Grease at FBPM1—John G. Graney, FBM
- New Bag Rack at FXR—Laurence Hubbard, FXR
- Metal Plate on Guide Boards—Laurence Hubbard, FXR
- Table at River Machine—Edward Knaus, FX1 SD
- Stop on Rag Box—John Lydon, FXR
- Extension to Gate Roll Handles at No. 5 Saturator—Pat Maguire, FBP
- Chain Falls for Barrel of Oil at FBB—Joseph Marsh, FBR
- Wire Coil on Air Hose—Roy H. Massey, FFP
- Larger Rack at Clutch on Corrugating Section FXCM2—Chas. Mutch, FXC
- Lever for FXRM35—William O'Brien, FXR
- Install Pegs for Hanging 6' Thermometers—Stanley Phillips, PBL
- Method of Repairing Gears at Coating Pumps—Henry Smith, FBM
- Individual Shingle Gauge—R. K. Smith, Chicago
- Plates for FXCM1—Richard Sprague, FXC
- Steam Shower at FXC—Pat Sylvester, FXC
- Reuse Old Guides for Shingle Machine—Mario Tomesetti, FBM

In July the following men were given special awards of \$10.00 each for five accepted suggestions: T. F. Bannon, EME; Charles Chorlton, Jr., FBM; John Lydon, FXR, and Patrick Sylvester, FXC.

R. C. Floyd	9-20-1911	Vice-President	24	Sabina Costello	9-8-1925	Office	10
Herbert Jepson	9-3-1912	Roofing Plant	23	Katherine Kane	9-21-1925	Office	10
Dominick Treventi	9-5-1912	Roofing Plant	23	Mary F. Bannon	9-21-1925	Office	10
John Wosner	9-13-1912	Flooring Plant	23	John Keefe	9-24-1925	Box Shop	10
James Sword	9-9-1915	Roofing Plant	20	Richard Seavey	9-28-1925	Flooring Plant	10
Roy Packard	9-13-1915	Roofing Plant	20	CHICAGO			
Wm. Koehler	9-13-1915	Maintenance	20	Louis F. Lance	9-27-1920	Roofing Plant	5
Tony Nenartowicz	9-20-1915	Box Shop	20	Edward J. Moore	9-14-1925	Roofing Plant	10
Wm. F. Sline	9-28-1915	Roofing Sales	20	PHILLIPSDALE			
John J. Burke	9-29-1915	Paper Mill	20	Frank Reed	9-30-1912	Felt Mill	23
Charles L. Miller	9-7-1920	Flooring Plant	15	CANADA			
Felix Carlson	9-10-1920	Roofing Plant	15	J. Tessier	9-1-1925	Pont Rouge	10
James Capoldo	9-14-1920	Maintenance	15	J. Gauthier	9-1-1925	Pont Rouge	10
Lyman Small	9-19-1920	Flooring Plant	15	J. Drolet	9-11-1925	Pont Rouge	10
Ernest H. Coleman	9-20-1920	Office	15	A. Brousseau	9-23-1925	Pont Rouge	10
Henry Grover	9-3-1925	Roofing Plant	10	E. Bedard	9-30-1925	Pont Rouge	10
Warren Dyer	9-4-1925	Flooring Plant	10	L. J. Miles	9-13-1930	Montreal	5
Winifred Schairer	9-14-1925	Maintenance	10	J. Demers	9-16-1930	Toronto	5



Noon hour at the Flooring Plant. The men take refuge under a fire escape, out of the way of the new construction now going on at the Undercoat Department. In the picture are: Carl Gustafson, Walter Zacosky, Thomas Lynch, Russell Ferguson, Kenneth Schofield, Stanley Moore, John Finningham, George Bigelow and Walter Coleman. It looks as if the camera interrupted a good story!

Safety Plus

IN addition to the new standard Safety procedure set up last month to put a stop to our bad accident records, each plant at East Walpole and Norwood is making its own special efforts toward greater safety of its workers.

At all the East Walpole plants flashing signs are to be installed at the Safety Bulletin boards. A Safety Record Board indicates each department and its foremen. Beside those departments where no men are losing time is a white tag; those departments where men are losing time because of an accident are labelled with a red tag. Near this record board is a flashing light—like a traffic signal, warning the workers in that plant that one of their number is out, losing time because of an accident. This will serve as a constant reminder to keep eternally on the job of safety.

At No. 2 Box Shop a special weekly inspection of the building is made every Friday night by Herbert Johnson at which time all fire hazards or unsafe locations are reported and thoroughly checked to provide the maximum of safety. In addition Mr. Jackson, the Superintendent, has for some time been sending monthly memorandums to each foreman, asking for a definite report on waste, fire hazards, and

safety conditions in each department. To answer all the questions correctly, necessitates a thorough check up on the entire department. As in the case of all plants, periodic Safety inspections are made by the Superintendent.

Safety Bulletins

At the Roofing Plant special rules on Safety have just been issued at the Maintenance Department and the Kettle House. Individual copies are given to each worker and he is made to understand that these rules must be lived up to, both in letter and in spirit. From the desk of Mr. Everett, foreman of the Roofing Machines, are issued bulletins on safety, discussing Safety in general or some particular hazard against which the machine men should be on guard. Mr. Everett has been writing these for many months and believes that they are a great aid in keeping his men constantly reminded that safety is part of their job. A few sentences are worth repeating:

"We are here to make roofing and not cripples; we want safe workers and not the careless ones."

"No. 1 is going on three eight hour shifts . . . this means the sprinkling in of some new men. We must teach them to do their part safely as they are not accustomed to the work as some of us are."

"I shall consider that you feel that we have safe-guarded you in every way possible in your section, if you do not come forward with your suggestions or complaints."

"Careless workers are not wanted, and we intend to weed them out."

Similar bulletins are now being sent out by Mr. Dresser from the Roofing Maintenance office. A recent bulletin of his reads: "The object of this memorandum is to point out a few very evident facts which are sometimes overlooked when portable tools are used. Remember always that all tools are dangerous unless properly taken care of, and carefully used. No tools have intelligence and they cannot take care of themselves. They can't even *think*."

Tool Hazards

He goes on to say that the hazards of these portable tools can be classed as of two kinds—mechanical and electrical. He then continues with a detailed description of the hazards and how to avoid them, ending up with the summary statement: "Help us to keep you from getting hurt or being the cause of injuries to others."

Cleanliness is a big factor in Safety at the Paper Mill, and weekly inspections by Mr. Burke, the Superintendent, are being made more rigid than ever, in the belief that this way offers one of the most effective means of combating the hazards of working around paper machinery.

At the Flooring Plant a number of investigations are being carried on at the present time regarding the particular hazards of that plant. As the investigations are not yet complete, no report can be made at this time, but it is expected that important steps toward further safety will be taken in the very near future.

Acknowledgements

I wish to thank Bird & Son, inc. and the fellow workers of the late Elias Trofatter for the beautiful flowers and comforting expressions of sympathy during my recent bereavement.

Mrs. Nellie F. Trofatter.

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.

The Linnehan family.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

William J. Nelson.

The family of Mrs. Robert Disher acknowledges with grateful appreciation your kind expression of sympathy.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Loc-Set	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	Bric-craft Siding	BIRD Insulated Bric-Siding
		Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Art-Hex	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Mineralite	Banner	Waterdyke	Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	American Board, Green One Side

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board		
Rubberlike Matting			
BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
Plastic Cement	Roof Coating	Asphalt Emulsions	Fibercoat
	Emulsicoat		

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner
BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering
BIRD Duracork Hall Runner		Rubberlike Matting

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots	
Tack and Screw Boxes	Earth Bands	Plant Boxes

Special Paper Division

Index Pressboard	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes	
Industrial Filter Paper	

BIRD & SON, inc.

Established 1795

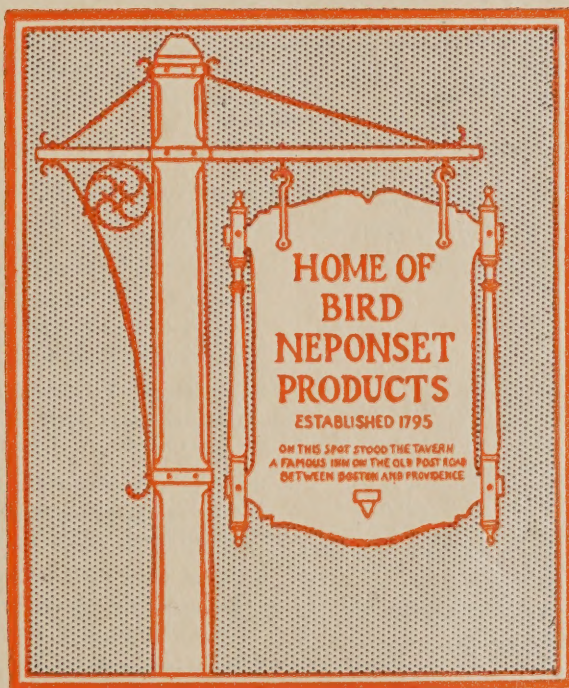
EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

Planned and Edited by Employees of
BIRD & SON
INCORPORATED
East Walpole, Mass.



VOL. XXIII NO. 5

OCTOBER 1935



Established 1795

BIRD & SON, inc.

East Walpole, Massachusetts, U. S. A.



Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

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New York, Chicago

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EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., MINNEAPOLIS, MINN., KANSAS CITY,
SOUTH KEARNY, N. J.

Flooring Warehouses

ALLENTOWN, BOSTON, BROOKLYN, CHARLESTON, CHICAGO, CLEVELAND, COLUMBIA, DALLAS, DENVER, DETROIT,
EAST WALPOLE, GRAND RAPIDS, HARTFORD, HOUSTON, INDIANAPOLIS, NEWARK, NEW HAVEN,
PORTLAND MAINE, SAN ANTONIO, SPRINGFIELD MASS., WORCESTER

**BIRD
WEATHERTEX
SIDING**

OR NATURAL BEAUTY

WEATHERTEX SIDING

Beautifies and Protects

Bird Weathertex Siding transforms wooden buildings in such a fashion that they are speedily made fresh and attractive without the loss of the old charm.

Weathertex is designed to make your home beautiful and comfortable. It is an inexpensive way to secure added insulation and protection against drafts and temperature changes.

The expense of painting is automatically eliminated as Weathertex Siding should never be painted. Without this expense of periodic upkeep, Weathertex soon pays for itself.

This new protective side wall covering is absolutely waterproof and is fire resistant. Beauty, Protection, Economy and enhanced Property Value are all available with Bird Weathertex Siding.



SHALE GRAY



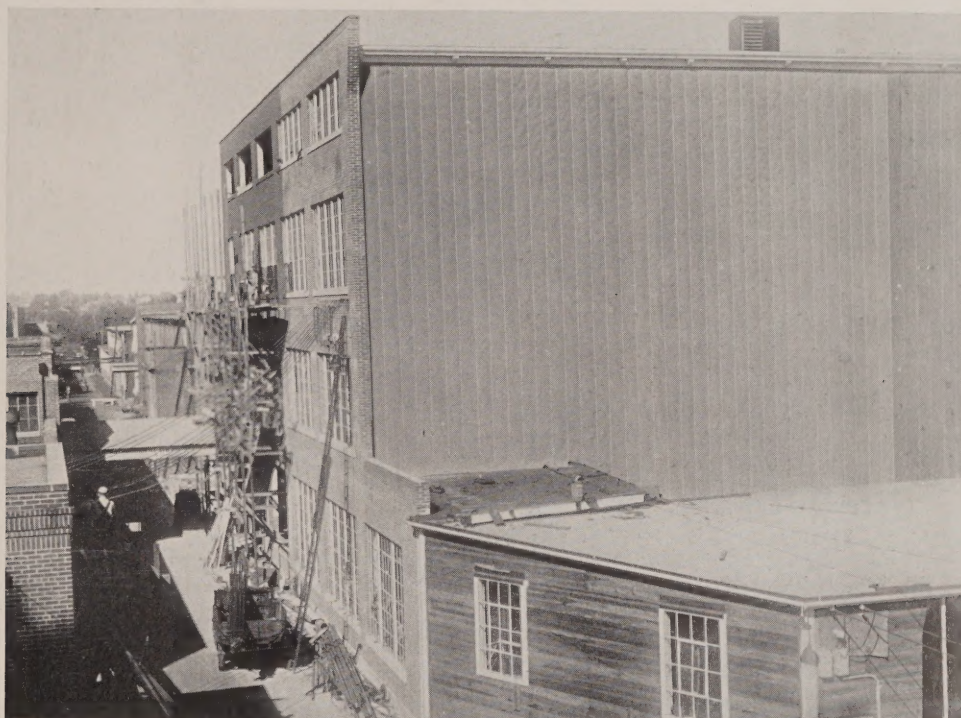
FALCON BROWN

BIRD'S NEPONSET REVIEW

VOL. XXIII

OCTOBER, 1935

No. 5



Recent picture of the Hanger building at the Flooring Plant, showing the completed section which was under construction in August.

More Construction at Flooring Plant

Work Started on New Block Storage Room and Addition to Print Room

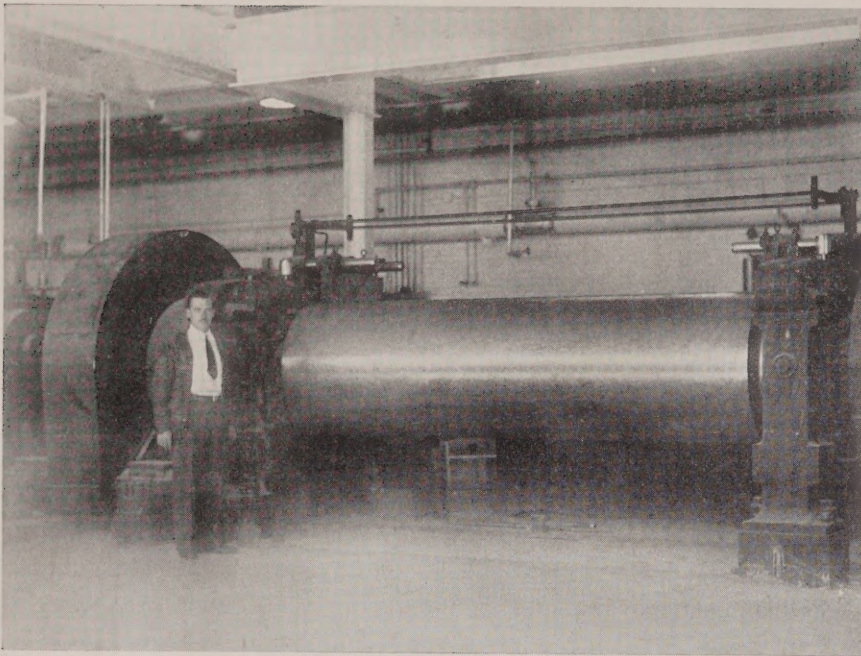
GROUND was broken last month for two new additions at our Flooring Plant—an entirely fireproof Block Storage Building, and an addition to No. 3 Machine Room, providing one more machine position and a new oven. This new equipment will enable us to go into full production on our new product, Chromalin, and will also give us much needed flexibility in running our wide variety of patterns in regular Neponset goods.

The new block room is to be situated in the now vacant lot

beside No. 3 Machine Room. It is to be a separate building fifty feet by seventy-five feet, of fireproof construction throughout. Inside will be forty-eight racks, with twenty-nine spaces each. This makes a total of 1392 spaces, each of which can store two 12/4 or three 8/4 blocks. A special type of sprinkler system is to be installed, whereby a bell signal will ring at other points in the plant before any water is turned on. The bell signal operates at temperatures which set off the ordinary sprinkler system, but the water does not turn

on until there is sufficient heat to operate the temperature control bulb. This protects the blocks from damage by water in case some sprinkler head is broken accidentally. When the signal rings the room can be investigated; if there is a fire the sprinkler system can be allowed to operate automatically, but if some other accident has set off the alarm, the trouble can be corrected without damage to the blocks in storage.

Cutting of blocks will be done in the present block-cutting room, and the finished blocks sent to the new



The 12/4 calender machine just installed at the Flooring Plant. It weighs 75 tons, and will soon be put into operation making Chromalin and Duracork.

building for storage. In this way, even in a most severe fire at the Plant, the valuable blocks would be saved.

The new addition to the Machine Room is really an extension to the No. 3 Machine room, giving one more machine position here, and making room for the installation of a fifth print machine to produce Chromalin. Connecting with this new machine position will be a new drying oven, built like an undercoat hanger, in which the printed material will be hung in festoons, rather than spread flat upon racks as in our present ovens. After the drying process is complete, the material will be pulled out from the hanger and transferred by jitney back to subsequent operations in other sections of the mill.

West of the new machine position will be built a roll storage bay with an overhead monorail, affording a large space in which to store the coated rolls which are to be used on the two machines. When the construction is complete, another print machine is to be installed—a 24 frame machine of the same type as our present machines.

"When does the next train leave for Chicago?" she asked.

"At 2.50 ma'am," replied the station agent.

"Make it 2.49 and I'll take it," she said absent-mindedly.—Clipped.

Finance Plan Open to Bird & Son Workers

BIRD & SON workers may now make use of the Bird Finance Plan in financing repairs to their own homes, according to a recent announcement from the office of the Bird Finance Corporation.

It is possible to finance all kinds of repair work under this plan, provided at least 25% of the materials are Bird Products. Add a room, re-roof, build a garage, insulate your home, cover the side-walls with Art-Bric or Weather-Tex, re-model a room with Bird Wall Board—do any of a dozen repair jobs now, purchase Bird materials at employees' prices, and finance the transaction through our liberal plan.

Loans must be for at least \$100, and for this minimum amount the time of repayment is 18 months. Loans from \$110 to \$130 may be repaid in 24 months; from \$140 to \$150 in 30 months; and from \$160 up, in three years. Interest charges are in conformity with the National Housing Act. Bird & Son employees will finance their loans directly with the Corporation, and application for the necessary forms can be made at any time through the Sales Department. Employees may hire

their own carpenters or may ask the Sales Department to recommend a reliable carpenter. In either case the applicator must be approved by the Finance Corporation.

Throughout the country the F. H. A. has made tremendous strides this year. People are realizing the great advantage of obtaining reasonable credit for necessary repairs and construction. Figures released by the F. H. A. on September 1st showed loans of \$113,071,642 financed in this country through the F. H. A. This has been a fine stimulus to the building trades and industries.

Bird & Son's Finance Plan operated under the F. H. A., has grown by leaps and bounds, too, with the Corporation doing a remarkable business throughout the summer. Now this Plan is opened to Bird & Son employees, enabling them to purchase Bird products at employee prices and finance the repair work over a period of months.

Full details may be obtained at the Sales Department. Take advantage of the plan now and get that necessary repair work done before the cold weather.

We Need Your Help

THERE are a good many new houses being built now, and more are being started all the time.

All these buildings represent possible places to sell Bird Building Products. The roofing sales department will appreciate it if every Bird employee who notices one of these new buildings in process of construction will send the address of these buildings to Department CE. The Sales Department can then follow up and try to sell Bird products.

There is no need for you to stop and investigate at all. Just make a note of the address of the building as you drive by and send it in to the Roofing Sales Department—Department CE—when you come back to the plant. They will take care of the rest.

In this way we can all help the Roofing Sales Department in getting Bird Building Products used.

Roofing Sales Department.

We Must Make Our Plants Safe

A Message from C. W. Conrad, Director of Manufacturing

I WANT to call the attention of all workers to our campaign to make Bird & Son plants the safest possible place in which to work. In order to attain this result we are insisting on everyone doing his job carefully and safely. Superintendents and foremen are responsible for safety in their divisions, but successful safety work is dependent on complete co-operation between management and the workers in the plants, and our supervisors must have the support of every man who is entitled to hold a job.

It has been ordered that operating heads must act decisively to cure our growing accident experience. They will inspect premises where men are working under their supervision, carefully examine buildings, equipment, tools, materials and everything about the plant in order to discover hazards in advance. They will shoulder full responsibility for any real or near accident that may occur within their jurisdiction, never dismissing the matter until convinced of the cause and the remedy; and they will apply the remedy.

The management has spent large sums on safety equipment and is prepared to go to any reasonable length to correct or remove hazards, but superintendents and foremen cannot guide your every action. They will study and appraise you to detect any physical or mental hazard that may affect your capacity to work safely. They will correct you, teach you and warn you. But beyond that, it is up to you. We cannot keep careless workers. You are the men who must stop your own careless habits and thoughtlessness. That is *your* responsibility.

You cannot afford to get hurt. In the long run, if not immediately, the big cost, as well as the suffering, falls on the man who gets hurt, and on those nearest and dearest to him. Carelessness by the husband or father turns out to be the cruelest form of robbery. He robs his family of their rightful income, and he robs himself of health and happiness.

Fire Prevention No-Accident Week

October 6-12

During the past few months we have greatly improved our accident record. This shows what co-operation and the desire to work safely can accomplish. As we observe Fire Prevention and No-Accident week this year, let us dedicate ourselves again to the cause of safety so that in the future Bird & Son shall always be known as a good, safe place in which to work.

C. W. Conrad,
Director of Manufacturing

Safety Calendars

FOR the first time since 1932 Safety Calendars will be distributed to all employees for the year 1936. These calendars, as older workers will recall, are both attractive and practical.

Each month presents a new, colorful picture with an appropriate safety message. On the back of the sheet are Safety hints for the shop, the home and the street. The attractive make up of these calendars makes them especially fine for the children.

You will want one in your home. Be sure that you get yours in December.

On the Golf Course

As we go to press the Golf tournament is still in progress, with Flooring Office team of the Eagles a few points ahead of the Personnel Department in that same League. In the Birdies League the Flooring Plant is leading, and is now waiting to play the winner of the Eagles League for the Championship of Bird & Son.

Poor weather and vacations somewhat hampered the schedule, but it is hoped now that all unplayed matches will be completed before October 1st.

On Saturday, September 14, Bird & Son played host to a golf team from the Fitchburg Paper Company, defeating them 12½ points to 2½.



Breaking ground for the new Block Room at the Flooring Plant.



New office at the Roofing Granule Plant. The side walls are shingled with our new Weather-Tex Siding.

Weather-Tex Siding

SOMETHING new in asphalt siding has just been offered to the public in the form of Bird Weather-Tex Siding. Through this unique product an entirely new field in sidings has been opened up.

Many types of dwellings do not lend themselves well to the application of Bric Sidings, and for these homes Weather-Tex will be found ideal. Its deep surface graining makes a beautiful appearing siding which harmonizes with any surroundings and suits the style of cottages and other types of dwellings on which Bric Sidings would appear less attractive. Weather-Tex thus supplements our line of Bric Sidings and widens the field for the sale of siding products.

A distinctive feature of the product is that it is manufactured by the same process as our thick-butt shingles. The added insulation and protection of the thick surface actually make the beauty of this product, as without the thick-butt process it could not be manufactured.

It will retain its beauty for many years and never requires painting. The first cost is the last, which means that it soon pays for itself by eliminating the cost of upkeep.

Like all Bird Sidings this new product is absolutely waterproof and in addition is fire resistant.

There is nothing else like it on the market today. Because it is distinctive, beautiful and economical from every angle, it is a product that should sell well.

Bird & Son has been the leading manufacturer in asphalt siding material, developing asphalt brick type sidings, such as Art-Bric, Bric-Craft and Insulated Bric Siding, and now we are again leading the field by producing another distinctive and attractive siding material which may well win greater favor than Art Bric. Our salesmen can now offer dealers the best, most complete line of asphalt sidings made.

No product that we have marketed in the Siding field has had such a quick acceptance by the trade. Already several hundred squares have been sold and many fine jobs completed.

Bird Club Elects Council Members

FIVE new Council members, a Secretary and a Treasurer were elected at the Annual meeting of the Bird Club, Inc. held at Bird Hall on Friday, September 13. A. W. Smith and H. S. Whitney were re-elected Secretary and Treasurer, respectively,

and Ernest H. Coleman was re-elected a Council member. The four new Council members are: John J. Bradley, Jr., Frank S. Clem, Charles E. Rafuse, and Frank P. Reynolds.

All four of these men are active in at least one sport and should do much to aid the Club in continuing a successful program during the coming year. Club members expressed regret that more women did not attend the Annual meeting and that no woman was elected to the Council.

It was unanimously voted that dues for the ensuing year be set at \$1.00 per member.

Reports from all Committee Chairmen were read and a number of suggestions regarding Club activities were made from the floor.

With new officers elected, the Club will now swing immediately into the Fall activities. Plans will be laid out at the next Board meeting in October, and with the enthusiasm which has already been shown, all signs indicate a very active and interesting season ahead.

Members who have any suggestions for Club activities—either athletic, social, or educational—are asked to communicate immediately with the Secretary. The Council is anxious to do everything in its power to make the year a worthwhile one. Your suggestions will be deeply appreciated and followed as far as possible.

Girls' Tennis Tournament

Although the Girls' Tennis tournament was started later than was anticipated, three girls are already in the semi-final bracket—Margaret Delaney, Julia Lewis and Velma Cobb, with the fourth girl being the winner of the match between Dorothy Acton and Florence Nagel. This tournament has aroused a lot of enthusiasm among the girls and it is possible that a girls' tennis team may represent Bird & Son in that sport within a year or two.

Visitor—"And so your little brother can talk now, can he?"

Bobby—"Yes, he can say some words very well."

Visitor—"How nice! And what words are they?"

Bobby—"I don't know. I've never heard any of them before."—Clipped.

Activities of the Plant Councils

General

THE National Labor Relations Act (Wagner Bill)—recently passed by Congress prohibits the payment of employees for time spent in conferring with employers outside of working hours. It was unanimously voted by the Council members to discontinue the payment of \$1.00 to those who attended Council meetings outside their regular working hours. Members attending during working hours will receive full pay at their regular rate. This is in compliance with the new law.

By a recommendation from all the Councils, it has been decided to issue Safety Calendars to all employees for the year 1936.

Several Councils requested that the E. M. B. A. pay doctors' fees to those members who lived outside Norwood and Walpole and who therefore could not now avail themselves of free doctor's service. This was referred to the Executive Committee of the E. M. B. A. and they reported back that it was inadvisable to do this because of the expense involved.

Flooring Plant

The Council recommended that a statement be posted at all the time clocks whenever a man is laid off for infringement of safety rules.

The Council recommended that the management consider the advisability of a general increase in wages as soon as conditions enable the company to do so.

Roofing Plant

A request was made that all workers with 20 years' or more service be granted a two weeks vacation with pay. It was shown that it would be impossible to do this because of the large number of people involved. There would be a great amount of trouble in operating and a large extra expense. It would be impractical to shut down the mills completely for any period because we would lose too much business. It was also shown that we are the only Roofing Mill in the country which grants employees a vacation with pay. As usual, when business slows down the work will be spread as equally as possible among the regular workers.

A new Voluntary Agreement among Roofing Manufacturers has been approved, taking the place of the former N. R. A. Roofing Code.

This new agreement permits an averaging period of six months, where previously there was no averaging period except in "seasonable periods" where we were allowed only thirty days.

Office and Sales

It was decided to postpone the visits of office employees to the mills until after the vacation period. Schedules are now being made up, and those who wish to visit the various plants will soon be notified of the time of their visits.

The Committee appointed to investigate the possibilities of a Bird & Son lunch counter reported that their investigation showed it was inadvisable to enter a proposition of this kind as there was not sufficient need of a restaurant to make it a paying proposition.

Paper Mill

Several men have asked why it was necessary to take time off when they have worked more than 40 hours in any one week. It was explained that we have agreed to adhere to this policy as established in the Code and propose to live up to this agreement until such time as it is dissolved.

Taken at Mr. Bartlett's home in Attleboro on the occasion of his fiftieth anniversary with Bird & Son, July 25, 1935. The seven men seated in front represent a total of 342 years of service!



Hazards and Safety

ON a trip through the plants with our Safety Inspector, Frank Fisher, our "Candid Camera" took the pictures which are shown on the opposite page. All of these illustrate points in our mills which are hazardous for one reason or another, and they bring a special message for Fire Prevention and No Accident Week. Each place is as well guarded as we know how, but more important than the guards themselves is the intelligence and the desire of the men to work safely at these places.

Picture No. 1 is at our Oil Boilers at the Flooring Plant, where the oils are prepared for the flooring paints. Of course the oil is very inflammable, and fires sometimes start in spite of all possible precautions. Here is a place where men must know how to work safely to prevent fires, and also how to stop them quickly if they do occur. The Oil Boiling department has a fine safety record with no lost time accidents since 1921, and no serious fires in recent years. These men know how to work safely.

A Dangerous Spot

In picture No. 2 Frank Massey shows the proper use of the "sticks" for feeding paper into the calender rolls on the Paper Machines. It is standard practice to use these sticks. Without them it is very easy to get your fingers caught in the nip of the roll and do serious damage to your hand or arm. We have had a number of accidents or near accidents because paper machine men did not use these sticks. Plenty of sticks are always available at the calender stacks, and it is the worker's own fault if he gets hurt because he does not use them. Why take a chance?

Pictures No. 3 and 4 were taken in the Beater Room and the Felt Machine room at Phillipsdale, our cleanest plant in spite of operations which make it difficult to keep clean. The men had no warning that the pictures were to be taken and no time to "clean up" after the camera man arrived. And yet, everything is in apple-pie order—rolls neatly piled up, all aisles and passageways kept clear, and the floors so clean you could eat your dinner off them!

Visit the mill any time of day, on any day in the month and you will find things just as clean. Good housekeeping helps prevent accidents—and perhaps that's why Phillipsdale is now leading all our mills with the longest no-accident record. Congratulations on a mighty clean plant!

The special guard shown in No. 5 has recently been installed at the Miehle press in the No. 2 Box Shop to prevent a recurrence of the unfortunate and serious accident we had at that point in June. The arm extending to the right controls a switch which cuts off the power to the starting switch on the machine until the arm is properly adjusted. Thus, if the guard is lifted, the arm is also lifted from the switch box and the power cut off until the guard has been properly replaced. This point has surely been guarded as well as humanly possible.

No. 6 is a picture of the interior of our Granule Plant taken while the plant is in operation. We showed a picture of the exterior of this building in the last issue, and this is a close up of one of the crushers in operation. You will notice that there is no dust rising from the machine. This is the equipment which received such high compliments from an industrial engineer as being one of "two notable examples of dust control in the state of Massachusetts." We are all proud of that record, and you can bet your bottom dollar that the men at the plant are going to do everything in their power to use the dust control equipment correctly and keep that record clean. Here again co-operation is essential—the management provides the equipment, and the workers must (and do) use it correctly.

100% Co-operation

We have printed these six pictures to show the close relationship between management and workers in all Safety work. At these points and at hundreds of others like them throughout our mills, 100% co-operation is necessary. The management must do its part in providing safe equipment, properly guarded. But just as surely the workers must do their part by thinking safety and

working safely. The better the co-operation, the safer our plants will be. It's a fifty-fifty proposition where every man must do his part.

Veterans' Service List

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during October and November and of those who complete twenty or more years' service during these months:

OCTOBER

			Years
John Dower	10- 1-1895	Maintenance	40
Chas. T. Derry	10-12-1897	Retired	38
H. L. Engley	10- 9-1901	Roofing Plant	34
Victor Purdy	10-12-1907	Maintenance	28
Alice Fales	10-28-1907	Office	28
Jerry Cullinane	10-10-1910	Maintenance	25
Nils Lindequist	10-11-1910	Flooring Plant	25
John Foley	10- 4-1911	Roofing Plant	24
Antonio Wosniak	10-11-1912	Box Shop	23
John P. Dolan	10-31-1912	Box—Sales	23
Mary B. Foley	10-14-1913	Office	22
Michael Curran	10-19-1913	Flooring Plant	22
Ludwig Anderson	10-30-1913	Maintenance	22
Michael Uzdevins	10- 5-1915	Paper Mill	20
D. E. Merrill	10-14-1920	Asst. Treas. and Credits	15
Frank Mumblow	10- 6-1920	Flooring Plant	15
Sulo Soloman	10- 9-1920	Power & Steam	15
P. N. Hills	10-18-192	Asst. to Dir. of Mfg.	15
Geo. F. Campbell, Jr.	10-25-1920	Office	15
Cyril McCue	10- 5-1925	Flooring Plant	10
William Hall	10-16-1925	Main Plant	10
Joseph Destito	10-19-1925	Watch	10
Teodori Michienzie	10-28-1925	Flooring Plant	10
Clarence Morse	10- 2-1930	Roofing Plant	10
John Puckey	10-14-1930	Office	5
CHICAGO			
Harry A. Brandau	10- 1-1920	Office	15
William Rogers	10- 5-1925	Plant	10
CANADA			
A. D. Littlejohn	10- 8-1930	Montreal	5
R. J. Morissette	10- 5-1925	Pont Rouge	10

NOVEMBER

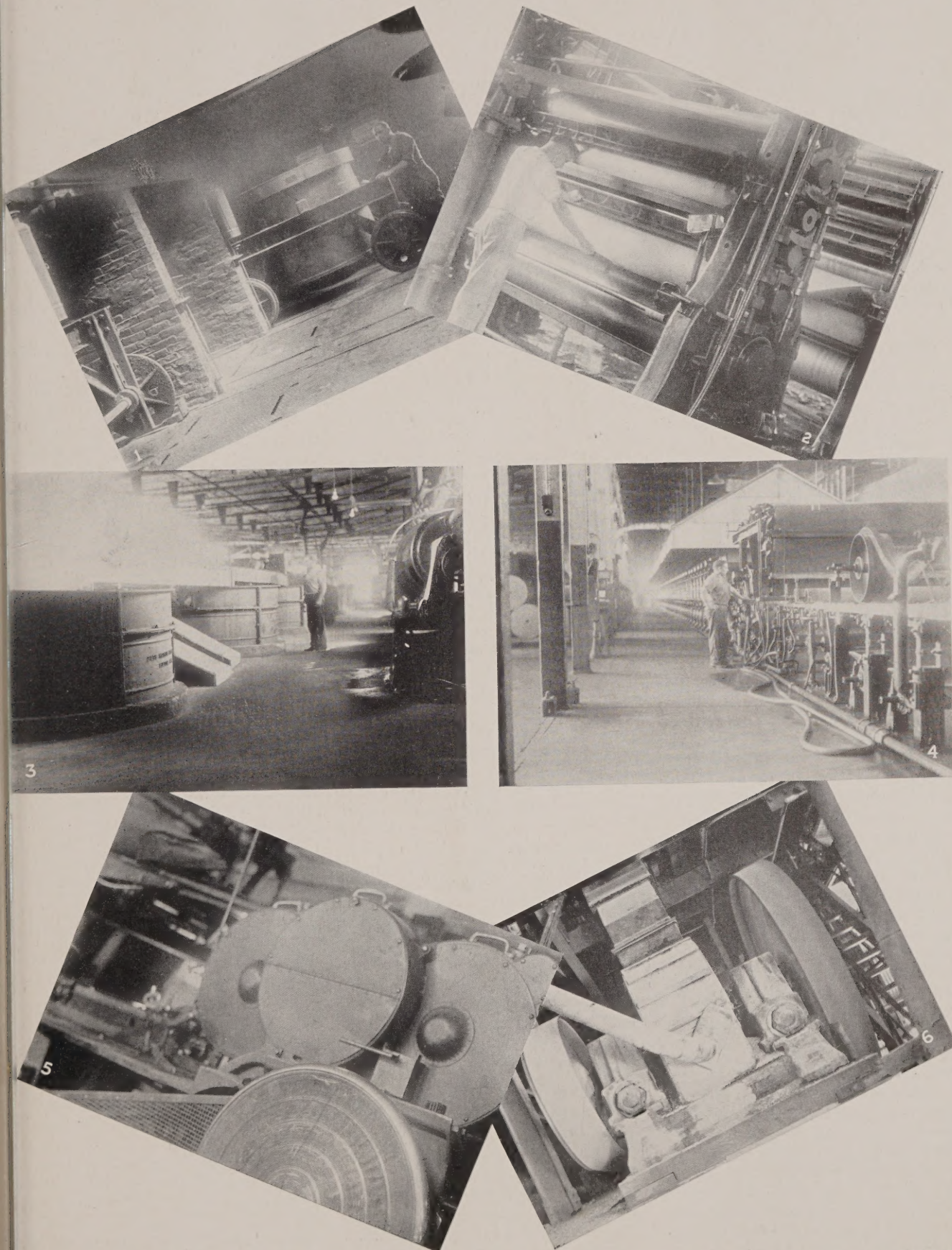
			Years
Marshall Grant	11-10-1894	Power & Steam	41
Ernest Stather	11- 8-1901	Box Shop	34
Eric Johnson	11-20-1903	Paper Mill	32
Timothy Reardon	11-12-1907	Maintenance	28
Lewis Walter	11- 5-1908	Box Shop	27
Michael McDonagh	11- 6-1911	Paper Mill	24
Chas. J. Watson	11- 9-1912	Roofing Plant	23
Mike Sawkiewicz	11-20-1914	Paper Mill	21
Alek Wilkish	11- 1-1920	Paper Mill	15
Welthea M. Smith	11- 1-1920	Office	15
William P. Carr	11- 9-1925	Roofing Plant	10
Jesse B. King	11- 9-1925	Maintenance	10
Eleanor Morse	11-13-1925	Office	10
Alice Conley	11-16-1925	Office	10
Helen Curran	11-23-1925	Office	10
Harold Fuller	11-30-1925	Office	10
CHICAGO			
Frances Johnson	11-18-1925	Office	10
PHILLIPSDALE			
William Livingston	11-14-1910		25
CANADA			
P. Reid	11-15-1913	Montreal	22
E. J. Petit	11- 4-1910	Pont Rouge	25
J. C. Lamothe	11-10-1910	Pont Rouge	25
G. E. Parke	11- 3-1925	Pont Rouge	10
W. T. Morton	11-10-1930	Portneuf	5
J. A. Lavallee	11-13-1930	Portneuf	5

Mixed Signals

"Look! That fullback is all alone in the backfield!"

"They must have decided to let him shift for himself."

Safety Rules Must Be Followed Here



1. Oil Boiling Department. 2. Calender Rolls at No. 2 Paper Machine. 3. Beater Room, Phillipsdale. 4. Felt Machine, Phillipsdale. 5. Special Guard on Michle Press. 6. Dust Cont. of Equipment at the Granule Plant. (See opposite page for full description)

BIRD'S NEPONSET REVIEW

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In the Interests of the Company and Its
Workers

For the Promotion of
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Good Will

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C. W. Conrad B. D. Rogers
Editor Circulation Manager
E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer

AUTUMN

*"When the maple turns to crimson,
And the sassafras to gold;
When the gentian's in the meadow
And the aster on the wold;
When the moon is lapped in vapor
And the night is frosty cold . . ."*

Congratulations

To our newly-elected Plant Council members — congratulations! You have been chosen by your fellow-workers for one of the most important elective positions in our organization. The work you will do during the coming year, like the work that has been done by past Council members, will be an invaluable aid to the smooth running of our business.

You are the "contact men" who on the one hand interpret the decisions of the management to your co-workers, and who on the other hand convey the desires and the questions of your co-workers to the management. You will be part of the group which helps to knit together our large organization into a co-operative group.

We all have the desire to run our business profitably so that our jobs may be secure. In carrying out the program we must understand and meet the problems of both workers and management. Both are equally important. That is the job of the Plant Councils—to face these problems squarely and seek the answers which will be mutually satisfactory as well as profitable for the business.

A successful year to you!

The Walking Encyclopedia

DID you ever hear of a walking encyclopedia?

Today's modern foreman is one—or should be.

Why?—You ask?

The foreman is the chap in the shop who should know everything about everything. It is he who should not only lead men but teach them. It is he who should know where this goes—how that is done—the best way to do this—and most anything else he might be asked.

Tools, for instance. What about their safe care and use? The foreman must know.

Want some information about those ladders, hand trucks and portable power tools? Ask the foreman!

How about oiling of machinery in motion? How about general order and housekeeping in the department? Ask the foreman.

Know the safest way to do that job? Ask the foreman. How about reporting injuries to the first aid department? Ask the foreman.

It's an encyclopedia job, this business of being a foreman.

The foreman who gets an even better job, knows this. He knows everything he should know and keeps trying to learn a bit more.

—The Hammermill Bond.

Good Rules

THIRTY-FIVE thousand motor deaths per year—that is the horrible record our country is establishing through careless driving. Recent issues of the *Ladies' Home Journal* have been running a series of articles on Safety, and in one of these a mighty good set of rules is drawn up by Maxwell Halsey. It's a creed for every motorist in the land. How do you measure up?

I will know the driving customs or rules of the road in whatever region I may be driving.

I will give understandable signals of what I am going to do.

I will place my car toward the center of the road and slow down if I am going to turn left. I will place it at the curb and slow down if I am going to turn right.

I will signal my direction with my hand according to the system approved by the state I am in . . . or I will at least extend my arm

out the window to indicate that I am about to do something different.

I will know my car and keep it in safe condition, so that it will pass any motor-vehicle inspection.

I will mentally "drive ahead," so that I will always have time to make whatever decision may be necessary.

I will suit my speed to conditions—to the traffic; to how far ahead I can see; to the state of the road; to the time of the day; to the number of hours I have been driving.

I will choose the safest routes and times for travel.

I will never pass a car near the crest of a hill or on a curve.

I will never crowd slow-moving vehicles or join processions of cars. I will always stay far enough behind so that when the way is clear I shall have speed enough to pass any vehicle in the minimum time.

I will train myself to drive automatically, so that I will never have to think what I should do in an emergency.

I will be courteous.

I will remember that it takes two to cause any accident in which I am involved—and that the blame is always partly mine.

Benjamin F. Copeland

As we go to press notice has just been received of the death of Mr. Benjamin F. Copeland, former Box Salesman, with us for many years.

Mr. Copeland first started work with us as a salesman in the Box Division in 1913. In 1915 he left to accept a position with the New England Wire Bound Box Company, returning again in January, 1916, to our Box Division.

He served faithfully in that work until October, 1930, when he was forced to take a leave of absence of several months, because of ill health. In December, 1931, he was transferred to the Roofing Division, doing special sales work, calling on architects. In October, 1932, he retired permanently.

Mr. Copeland was well known to all our older salesmen and office workers, who will regret to hear of his death. Funeral services were held on Wednesday, September 25, at his home in Dedham.



Richard McCabe, No. 1 Box Shop. Fifty years with Bird & Son on August 14, 1935.

Two Fifty-Year Men

SINCERE congratulations to our two old timers who observed their fiftieth anniversaries with the company last month. Richard McCabe first started work here on August 14, 1885, and James E. Smith's anniversary date is three days later, August 17.

Both men are still in excellent health and still working. Mr. McCabe is at the No. 1 Box Shop, and Mr. Smith night tour foreman on the paper machines. They were presented with checks of \$500 each from the company and received the hearty congratulations of their large circle of friends.

We are happy to publish their pictures in this issue and add our belated, but sincere, congratulations on their achievement, with the wish that they both may enjoy many more happy and prosperous years.



James E. Smith, Paper Machines. Fifty years with Bird & Son on August 17, 1935.

Hurricane Victims Turn to Red Cross

WITHIN an hour from the time first reports were received in Miami that the Florida Keys had borne the brunt of the Labor Day hurricane a Red Cross rescue party from the local Chapter set out to assist those injured and to learn the extent of the havoc wrought.

Wire communication below Miami had been swept down and a short-wave radio station was set up to relay news from the rescue party to the Chapter so that it might provide transportation and prepare hospital and medical facilities for the injured brought out. Approximately 500 lost their lives on the Keys, 250 were injured and scores of homes were destroyed by the hurricane and the huge tidal wave which it caused.

Red Cross met emergency needs immediately, set up a temporary hospital in a church at Homestead, just above the storm stricken area, and sent the more seriously injured to Miami in ambulances. But this was only the beginning of Red Cross work in the Florida Keys. In addition to the high death toll at the veterans' camps more than 170 local residents lost their lives and it was a part of Red Cross service to arrange for the burial of many and to give material help to those families whose wage earners were injured or killed. Hardly a home on the Keys escaped damage or destruction and in a majority of cases Red Cross was called upon to help in their rehabilitation by rebuilding, repairing and refurnishing the homes of those families who had no means to help themselves.

When the Governor of Florida visited the hurricane scene immediately following the disaster an 80-year-old resident was one of those who described the horrors of the storm. In his narrative of death and injury the old man touched upon material loss, citing his own case as an example:

"For forty years I have worked to make a lime grove here," he said. "Now all is gone, lime grove, home, tools—everything. I am too old to start again."

But he's not too old to be helped by the Red Cross! He and the others

on the Keys and those along the West Coast who suffered destruction or serious damage of their homes, and who are without the resources to rehabilitate themselves, are being aided by the Red Cross.

In the twelve months ending June 30, Red Cross was called upon to give help on 128 disaster scenes in continental United States and during the last week in June was helping, simultaneously, the victims of 38 different disasters, scattered throughout 14 States.

No one can make an end to the natural disasters which from time to time bring tremendous suffering to a considerable number of persons, but each and every one of us can join in the Red Cross to mitigate and ease the blows which nature so often deals humanity. Funds received at Roll Call from membership dues support the disaster service and other activities of the Red Cross. You can share in this work by joining your local Red Cross Chapter during Roll Call, held each year from Armistice Day to Thanksgiving.

Cold Vaccines

TAKE inoculations against colds now, and save yourself the discomfort of bad colds this winter. Cold vaccine is being given at our hospitals now to all Bird & Son employees who wish it. Those who start early in the season build up a good resistance and find that the treatment keeps them free from hard colds during the winter months.

If you are interested, see the nurse at once and make the arrangements for weekly appointments to take the treatments.



Notes From Plants and Offices

Main Office and Sales

Alice Clem
Ruth Milliken
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

Congratulations to Robert Hamilton, Roofing Salesman, who was married on Saturday, August 17, to Miss Mary E. Ballengee of Beckley, West Virginia. Bob is a graduate of the University of West Virginia and has been

Statia Markewicz returned to work after an appendectomy, sporting a nice big diamond. Congratulations!

Rotary traffic means "Go to the Right", but Bob Mercer wanted to save time, so he went to the left. Bob found out that it really saves time to go the longest way.

Just imagine! Dot Elwell and Mary O'Connell go wading in the park during lunch hour!

There was confetti and more confetti the night Ethel Cobb left to become a bride. Ask Joe Erker or Scotty Robertson!

With Nellie the bride
And Joe as the groom
They marched down the aisle
To promise "I do."

Then on to Lith-Hall,
We all took a ride
While the orchestra played
Now here comes the bride.

We ate at the table
And raised the "Old Harry,"
And turning around
We all missed our "Larry".

The orchestra claimed him.
He fit by the leader.
It must have been music
That made him so eager.

Mazie and Hilda,
Their dancing was charming.
If this were out West
You'd think they were farming.

Esther went walking,
We thought she was lost.
In the kitchen we found her
Devouring the cost.

Nick danced the Polka,
His feet they got twisted.
The floor is quite marked up,
But he's going to fix it.

Now after you've read this,
Just start comprehending
What a wonderful time
Was had at the wedding.



One of a thousand reasons why people go to Glacier National Park. This picture was taken from the Going-to-the-Sun Chalet by Wilbur Fay on his recent trip there.

our salesman in Eastern North Carolina since April, 1934. He is the son of Mr. Ham Hamilton of the Hinton Builders' Supply Co., Bird dealer in Hinton, West Virginia. Harry Hamilton, Roofing sales correspondent, is his brother.

Dick Murphy has sent us an interesting account of a reception given to our Floor Covering salesman in Buffalo, Mike Kareken. Mike formerly covered the Buffalo territory, but was transferred for a while to Ohio. When he returned to Buffalo in July, the Climbers Club, an organization of furniture dealers and salesmen in Western New York, welcomed him with a dinner and reception on August 14. It looks as if Mike was held in high esteem.

We hear that Hutchinson and Phil Burton are going into the trucking business, delivering apples.

John Puckey has been very careful about answering telephone calls from the New York office. Don't let them fool you, John.

The most unusual and interesting of vacations was taken by Dwight Colburn who went to Europe on the S. S. Europa. The trip over took four and one-half days. Dwight spent three days in London then flew to Paris for three days, returning home in another four and one-half days, making a total of 15 days vacation. Dwight reports a very enjoyable time throughout, although a bit hurried, but well worth it.

We were all glad to see Wylie MacIvor and Earle Clark on their recent visits to the office.

We wonder how John Barry is holding out under Rose Silverman's back seat driving.

Ben Beale, after looking frantically through the card index, turned around and shouted across the office, "Where's Her Majesty's Corset?" Was his face red!

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonab
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

Talk about your dog races—Joe Lokitis catches live rabbits, bare handed. Yes sir! The railroad tracks make a perfect straight-away says Joe! For certain reasons which Joe will explain to you, he wants it known that he will not in the future use his car as a rabbit hutch!

Fred Duncan enjoyed his vacation by taking a motor trip to Prince Edward Island.

We welcome Agnes Collins and Helen Olsavich to the Cartridge Cutting Department and hope they will like their new work.

Mr. and Mrs. Jack Burhoe with their daughter Edith motored to Ohio to visit relatives during Jack's vacation.

Nellie Shusta's recent wedding has inspired the girls to poetry. Here is the account of the wedding—

The Cartridge Cutters
Dressed up in their best
Went to a wedding,
You've heard nothing yet.

Best wishes to both Nellie Shusta and Beatrice Barnes, who were recently married. Nellie is now Mrs. Joseph Popolaigis and Beatrice, Mrs. George Shackley.

Charles Rafuse recently turned Benedict, spent his vacation motoring to Quebec, home again and then on to Niagara Falls. We wonder why.

Carl Osterlund has at last parted with his "old Reliable" Chrysler in favor of a new Plymouth.

John McLennan and family visited Chicago on his vacation.

Michael Curran visited lower New York and the Bowery.

Wilbur Fay is back with us once more, having recently completed an 11,000 mile, 2 months motor trip to the western states.

We wonder why Francis Bannon is digging such a big hole on Bird Street. Maybe it's for gold. We understand he will need some soon.

Little boy to bystander at Jimmy Risk's horseshoe exhibition, after Jimmy had pitched four ringers in a row: "Is he a professional?"

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

Mr. and Mrs. Thomas G. Henderson have announced the engagement of their daughter, Edith May, to Parsons Richmond, son of Judge and Mrs. Russell Richmond of East Providence.

Ed Medbury spent his vacation at Mill Village, New Hampshire.



Albert Dyson, Phillipsdale Shipping, landing a "whale" from Narragansett Bay.

Ed Vatcher and family enjoyed Labor Day weekend at Horseneck Beach.

The Seekonk Business Men's outing, held recently, had a good representation from Phillipsdale. Jack Barquist, William Livingston, George Hawley, Charles Anthony and Rex Salisbury were in attendance.

We were sorry to hear of the illness of Joe Perry, who is at present in the Rhode Island Hospital. We hope he will be back again with us soon.

Anthony Perry has a new car and he no longer has any time for raising rabbits.

We welcome Jesse Enos, a new piper in the maintenance department.

Fergus Christie has moved into his new home on Rosemont Street in Pawtucket.

Ed Kelly is still an outcast from the noon-time card game but he says he wouldn't play with "Phillips" Phelps. We are trying to find out a way now to make Reynolds take a walk during the noontime.

Captain Nanni and his buddy, Jimmy Boisvert, visited Fays Theatre and several other places of interest in Providence September 12 and a good time was had by all.

What appeared to be a new man started to work on the rewinder this week but on closer examination it was found to be Sammy Gorelco without his forty-year-old moustache. Perhaps what is his loss is Joe Silva's gain for Joe has been trying to raise one off and on for the last five years.

Frank Mello once held the record for raising large vegetables, fruit, etc., but now Jack Mello is going Frank one better by raising tomatoes weighing five pounds each.

Herb Black is now the speed king at Phillipsdale. A couple of years ago he was ordered to speed up on the highways to get out of the other drivers' way but now he comes in boasting of driving to New York in four and a half hours.

Box Factories

No. 1 Box Shop

John P. Walsh

Ralph Farris

Earl Boyden

We hear that Gus Hogan is waiting his turn on the Scott Furriers' Amateur Broadcast. He attends most performances held at the Memorial Drive stage in Cambridge.

Workers in the Corrugated Department of the No. 1 Box Shop set a new record in production recently. On Monday, Sept. 23, they finished 81.7 tons of material in two 8-hour shifts. Good work!

George Hogarth has moved again. Will he ever stop?

John McEwen has been laid up with a sore back. We hope to see him back with us soon.

James Salmon, Jr., has left us to return to Boston University.

No. 2 Box Shop

Mary Bellew

Martha McLauchlan

Ambrose Fitzpatrick

Alma Walsh

Frank Eisenbaur

Ethel Havey is the proud owner of a Chevrolet car and a brand new license.

Helen Thompson in the Flower Pots Department now wears a pretty new diamond ring. Who is the lucky man, Helen?

Ben Whittier's absence was surely noticed, but he came back to us before it became unbearable.

We welcome Helen O'Malley who has recently been transferred to the Flower Pot Department from No. 1 Box Shop.

Frances McDavitt and Billy Duquette finished up the vacations in the Printing Department with plenty of rain. Better go early next time.

Frank LaCivita is going to join the ranks of married men on September 28. Good luck, Frank.

John Clancy came back from the farm with only a few pounds difference. "Blank presses for ever and ever", said John, after telling about his vacation down home.

We want to know if Ray Kirk's helmet will keep out the snow and rain this coming winter. If not, we suggest he take it to the Roofing Department and let them make it waterproof.

Roofing Mills and Offices

William Bothwell

Stanley Phillips

John White

Charles Norton

Edward Hiller

Harry Dresser spent his vacation at Pocasset and at the White Mountains.

We are glad to welcome George Topf and Henry Coffin to the Maintenance Department.

Congratulations to Arthur McKenna who became the proud father of a baby daughter on August 30.

Raymond Call has returned from a two weeks' vacation at Popponessett Beach.

Joseph Engley will holiday at Saunderson, R. I.

Robert Hunter has returned to Colby College, after being with us during the summer.

Milton Beasley, Frank Reynolds, Ray Call and Ralph Kemp were members of a Bird & Son mountain climbing expedition that cavorted around the White Mountains the past month.

Herbert Jepson toured the New England states during his vacation.

Ralph Kemp spends most of his weekends at the Popponessett tourist camp.

Robert Roy has returned from his vacation.

Tony Milus claims to have made a trip to Ireland and brought back James Loughman, but failed to find Patrick Tracey. Tony's submarine stories have become quite popular in South Norwood, we learn.

Dick Stoddard returned from two weeks at Eastport, Maine, looking very fit. How was the fishing, Dick?

Bill Bothwell had a rainy week at home.

Charlie Savage is having a hard time getting acclimated after two weeks with the folks back home in the hills of Vermont.

Anyone wishing rain on some particular day confer with Geo. (Whitey) Lane and he will simonize his new car the night before. It always works.

We welcome Bruce Farrar to our Office Force.

Jim Loughman has just returned from a trip to Ireland.

Congratulations are in order to William Bishop and his bride. They spent two weeks in Canada.

Charles Seavey has traded his Chevrolet for a new Plymouth.

George Gross and his wife spent a week's vacation in Maine.

Charles Watson has returned from his vacation.

A great sigh of sympathy goes out to Charles Chorlton on the news of his jump into matrimony's troubled waters. He sacrificed all the sacred rites of bachelorhood and joined the humble ranks of the married men on Saturday, September 21.

Milton Beasley, our superintendent, has

Lake George, New York. Taken by Herman Nordstrom, Paper Machines.





William J. Brebach, Chicago Roofing Sales Correspondent, proves his latest "fish" story. He sent the maskinonge to the Chicago restaurant where it was cooked and enjoyed by the rest of the workers.

returned from his vacation on the Cape. This year he devoted all his time to his old hobby of sailing.

Our new sample department, under the supervision of Stanley Phillips is now well organized. Workers there include: Walter Downs, Win Schaier, Roy Smith, Edward Knaus, Frank Campisano, John Pazniokas, John Coughlin.

Our ping pong scout has something of great interest to report. Charles Seavey has all the appearances of a "dark horse" to upset all the ping-pong champs at the Roofing mill. He has kept up a grueling and intensive training all summer long.

Jim Hanley of the Lab is still "showing his operation", and reports that the nurses at the Norwood Hospital take all the curse off a stay there. In fact, you almost hate to leave there.

Art Spinks, ex-sailor and expert in settling international disputes, has a solution for the Ethiopian situation. He says "Let all the Ethiopian women go to the borders and do their native dance before the Italian soldiers, and all hostilities would cease at once."

Don Frazier is quite a tennis enthusiast these days. He is so perfect at the game now that before serving he asks his opponent which corner he prefers the ball in.

Chicago Mill and Office

Ray Wolf
R. Koerbel Smith

Anna Kelly
Marjorie McNay

During August a beach party was arranged and held at Clearwater Beach, near Romeo, Illinois. And speaking of mermaids and mermen (or something) old Father Neptune would have been proud to claim quite a few of the swimmers as his sons and daughters because of their swimming ability.

Harold and Mac did some pretty fancy diving. In fact it was so fancy we didn't know whether they were diving or posing for pretzels.

And girls, you should have seen Mr. Hanna in his new trunks! Whoopee!

After a lot of fun swimming, etc. the crowd went to a barbecue and enjoyed eating and dancing. It was great sport, and on the way

home everyone tiredly agreed that they had had a very good time.

Talk about having a guilty conscience—recently a man came in the office selling thread, thimbles, hairpins, etc. He approached Virginia O'Brien, and asked her if she would care to buy a comb. Virginia didn't pay much attention, and he said (quite abruptly), "Do you know what a comb is for?" And Virginia answered—"Goodness, do I look as bad as all that?"

As you will notice in this edition there is a picture of Bob Brebach and the prize eighteen-pound fish which he caught while he was on his vacation. Bob was kind enough to send this fish into the office all nicely packed in ice, and the women in the restaurant prepared it for luncheon for the office. Besides being glad that this capture made Bob's vacation a very happy one, we were all mighty thankful that he caught it too.

The police are certainly making a drive on "reckless" drivers around this part of the country. Some one said that Mr. Overholt had to pay a visit to the Speeder's Court in Gary, Indiana the other morning at 9:30? He was heard over the radio station WIND, "Speeder's Court."

We are glad to welcome into the office fold Fred Meyers who is now one of the sales correspondents.

Flooring Mill and Offices

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Thomas Paquette
Laurence Gammell

Evan Ostrom spent the holiday climbing through caves at Lost River, New Hampshire.

Carl Hamilton and wife spent their holidays at Eastport, Maine. Carl will give any information that is needed about the big Quoddy Dam.

Daylight saving must have stopped on September 4 at the Roofing Mill. Did you hear the noon whistle blow at 11 o'clock?

We are glad to see Lester Evans back with us again fully recovered from his illness.

Latest at the Shipping Department—Sandals and pink toe nails, designed by Charles Hooper.

James Porter is thinking of buying a car. Anyone who knows of a good car, cheap, see Jimmy.

Congratulations to Donald Preble on the birth of a daughter, September 4.

The Roofing Mill should be complimented on the two new safety signs which are placed at the dangerous corner in the yard. The signs are such that no one can miss their meaning.

Harry Davis, Clare Hayman and Elliot Webber report new arrivals in their families, all born during July. Congratulations.

Carl Rafuse has a regular schedule of weekly trips to Quincy now. The boys are getting curious.

Berry Asphalt Company

Otto Holloway

John Savage

Buster McGuffin

The soft ball league is drawing to a close with the second half resulting in a dog fight for the lead. The National League has nothing on the fight between the Lease, Williams and the Refinery. The game has offered lots of amusement through the summer and we will miss the daily games.

A couple of the lease men, Vernon Herring and C. W. Waters, are the proud papas of brand new sons. Congratulations!

There is a story going around that J. C. Honeycutt is ordering some cow bells for his next hunting trip.

Doyle Purtle and Mava Baily were married August 12th. Best wishes for a long and happy married life, and may all your troubles be little ones.

Fred Dixon is still looking for a girl who can drive his car.

Ninety One Suggestors On the Special List

NINETY-ONE suggestors at the present time have at least three suggestions to their credit towards the five accepted suggestions which will bring them an additional award of \$10.00. Twenty-four out of this number have four suggestions accepted—only one more good idea from each of these will entitle them to the extra award.

Is your name here?

Four Accepted Suggestions

Herbert Badger, DMH
Carl Brennan, FFD
John Broadley, EMM
Albert Carlson, DPP
John Caulfield, FBM
Michael Connolly, FFV
James Constantine, FXC
A. J. Duncan, Jr., FBF
Ernest Field, FXR
G. C. Fillmore, FFM
H. F. Goudie, Chicago
Harold Hey, DPP
Laurence Hubbard, FXR
Frank Kissell, FFP
Edward Knaus, FX1 SD

Louis Droege and Mrs. Droege of Chicago on the occasion of their daughter's wedding on June 15. Louis is Foreman of the Chicago Cleaning Department.



John Lobisser, EMT
Patrick Maguire, FBPM5
D. H. Regan, Sr., EMM
Clarence Reithofer, Chicago
Joseph Sinkovitch, EML
R. K. Smith, Chicago
Thomas Smith, FBP
Michael Sylvester, FBP
Mario Tomasetti, FBM
J. S. Walker, EMT
Albert Whitmore, FBV
John Wosner, FBP

Three Accepted Suggestions

Charles Anthony, DP
Victor Babel, PFL
Arthur Balduf, FBE
Benjamin Baranowski, FXG
Robert Barss, FFM
W. R. Bearce, FBW
Earl Boyden, FXF
Michael Burke, DMB
A. B. Center, FXF
Charles Chorlton, Jr., FBM
John Clancy, FXB
Gordon Clark, FFM
Ben Cozzi, Chicago
Bartley Curran, FXR
Samuel DiFlaminies, FBF
Lester Evans, FFSM
Stuart Farris, FFN
John Folan, FBP
John Ginley, FXR
Ira Goding, FFM
John Goonan, FXC
John Graney, FBM
V. E. Gronroos, FXF
Carl Gustafson, FFM
A. H. Hammond, FXF
Frank Hartig, FX2
James Hennessey, FFR
Thomas Horridge, DPM
Samuel Hunter, FXF
Fred Jonah, DMP
Frank LaCivita, FXB
Herman Lauble, FXC
Constanti Lewicki, FXG
John Mattson, FBM
Peter J. McCall, FXTIE
Michael Minkevicius, FXR
Seferin Moreiro, DPJ
James Mulkern, DMP
Charles Mutch, FXC
William O'Brien, FXR
John Pechulis, EMM
George Polumbo, FBP
Vernon Rafuse, DMP
John Rasch, EMM
Joseph Rosevich, DMP
Peter Ruckstalis, DMK
Michael Sameski, FXG
Oreste Saraca, DMB
Carl Smith, DMB
George Smith, DMH
Arthur Spinks, FBC
Richard Sprague, FXC
Ernest Stather, FXB
John Stupek, FBF
W. C. Sword, DMP
Newell Tibbetts, FBC
William Urquhart, FXC
John Walsh, FBM
Peter Walsh, FFG
Milford Ward, FFD
R. L. Watson, FXD
Edmund Wenstrom, FBM
John White, FBM
John Wilkes, FXB



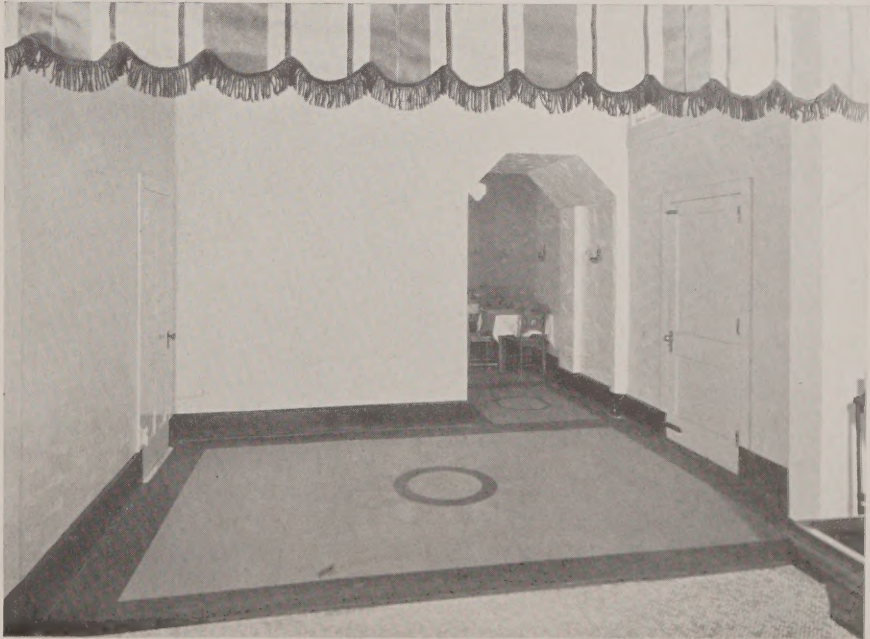
Familiar figures at our Flooring Plant. Drawn by Angelo Macchi.

Safety Work Is Showing Results

THREE lost time accidents in August is not a perfect record, but it's a good deal better than the poor record we made earlier in the year. To this writing (September 18), there have been no accidents in September. On August 12 Ludger St. Cyr, Shoe Cartons Department, strained his back while bending over to put a bundle on the floor. He lost 17 days in August and is still out. On August 15 Eino DiBerto, Slate

Handling Department at the Roofing Mill, caught his foot between two trucks, fracturing his ankle. He is still out. John White, Roofing Maintenance, on the same day reported a pain in his right knee. He started losing time the next day, and the trouble was diagnosed as bursitis which kept him from work until August 26. We can breathe a little easier now that we are out of the doldrums of our terrible accident record, but we cannot be any less careful. Keep on being careful—that's the only way to fewer accidents and a happier existence for us all.

Inlaid Duracork floor at the entrance to a restaurant in Atlantic City. This is a good example of the pleasing effects that can be obtained with this durable and beautiful product.





Watching the boat race at the Papermaker's Clam Bake. Left to right: James Donovan, Joseph Rosevich, James Smith, Fred Duncan, William Kivi, George Doderer (in front) Michael McDonough, Michael Burke, William Lewis, Thomas Graney, Lewis Keddy and Carl Carlson.

Papermakers' Club Holds Clambake

THREATENING weather on Sunday, August 11, did not interfere with the big clambake of the Papermakers' Social Club at Joe Knaus' Grove. Everybody came, and everybody had a fine time.

Clam chowder and steamed clams were served at 2 p. m. by Tom Holman, with musical entertainment presented by Josh Hopkins and his Down-East Yankees during the feast. After everybody had reached the point where it was impossible to eat any more, the crowd adjourned to the banks of the pond to watch the first event of the afternoon—a boat race. And it was some race! Right at the start the oarsmen got tangled up, rowing across each other's bows, cutting circles and acting in general like a lot of landlubbers. At last they got straightened away, only to get into further difficulties rounding the island at the far end of the course. The home stretch was covered by the winners in record time; Gareth Rouillard and Joseph Jurgelevich held the lead, but Rouillard lost out on winning by failing to row around the raft; this left Jurgelevich the winner. Close behind came Joe Knaus, working like an old side-wheeler, but just as he was nearing the raft his oar slipped and he folded up with a neat back somersault. This nearly cost him second

place, but he recovered and finished the race in second place.

Another exciting event was the Tug-of-War between the Paper Machine men and the Beatermen and Stockhandlers. Angelo Auciello and his 210 pounds made a perfect "anchor man" for the Stockhandlers. It looked like their victory for a time, but you can't get ahead of those paper machine men and they came through to win at the last minute.

Joseph Jurgelevich walked off with the honors in most of the events of the day, winning the Sack race and the Donkey game in addition to the Boat race. Lewis Keddy won the Beer Drinking contest, hands down. In fact he was the only man to finish the contest, which consisted of drinking a bottle of beer through a nipple!

During the afternoon Josh Hopkins and his boys continued to entertain with Hillbilly numbers and popular songs; some of the Papermakers joined in on the singing, and finally at the close of the party everybody enjoyed an old-fashioned Virginia Reel.

A surprising discovery of the afternoon was made when it was found out that Fred Duncan was camera-shy; at least he disappeared from sight in a hurry when the camera man showed up!

Credit for the success of the Clambake goes to all those who served on the various committees. Thomas Burns was Chairman of the General Committee, aided by the following: Peter Glebus, Herman Nordstrom, James O'Donnell, Clarence Bergstrom, John Connolly, Ralph Clark and James Donovan. Other committees were as follows:

Tickets: Herman Nordstrom, Clarence Bergstrom, Peter Glebus, Thomas Burns.

Entertainment and Sports: Peter Glebus, James O'Donnell.

Refreshments: James Donovan, Ralph Clark, John Connolly, Thomas Burns, Herman Nordstrom.

Invited guests present included the following: John J. Burke, Perley H. Mudgett, Michael McDonough, James E. Smith, Earle C. Davis, Benjamin D. Rogers, Edgar M. Grout, Fred Duncan and Thomas Graney.

Gate prizes as follows were awarded: Michael Burke, Case of Beer; Earle Davis, a Neponset Rug; John Connolly, a Neponset Rug.

Ping Pong Notes

By Gordon Wilson

PING PONG enthusiasts are already swarming to the Brigade Room. Another table has been installed so that everyone may play.

The inter-mill league is scheduled to start about the first of November. A challenge has been received from the "Toto" Club of Fitchburg for a match on our tables. Plans are also being made to put a team in one of the leagues in Boston.

Arthur Bent, George Johnson and Carleton Rafuse all claim that they will be the 1936 champion of Bird & Son. Some newcomers who are expected to be near the top this year are Roy Young, Sam Steele, Warren Dyer, Nelson Phillips, Gordon Hall, Howard Hewins and Angelo Macchi. Red Wurzel and Frank Clem are expected to show their usual good form.

Asked the sweet young thing at the music counter, "Have you 'Kissed Me in the Moonlight'?"

Said the abashed clerk, "Er—it must have been the man at the other counter, I've only been here a week."

Jimmy Risk Is Big Attraction

MORE than two hundred people gathered at the Athletic Field on Monday night, September 16, to watch Jimmy Risk make horseshoes do tricks they never did before in East Walpole. Jimmy started off the evening by playing a match with Jimmy O'Shea, State Champion, who is no slouch either, and then gave a thrilling exhibition of trick pitching.

Unusual shots that he made included ringers pitched over a blanket stretched between him and the stake, lighting a match on the stake with one horseshoe and putting it out with the next, and pitching ringers through an automobile tire. In the match with Jimmy O'Shea only ringers counted for a score and time and again the men cancelled each other's points by both getting two ringers. It was a great show and the Horseshoe Committee is to be congratulated in affording this treat for Bird Club members.

Now that most of the boys have watched Jimmy Risk and seen "how it is done", we are going to have a doubles tournament as soon as the singles is finished, which will be in a week or two. The doubles tournament should provide some good matches as there are a number of good teams around the various mills.

Horseshoes continue to be very popular, especially during the noon-hours, with all three courts at the Main Mill and those at the lower mills being in constant use.

Tennis Notes

By Frank Clem

THE Bird Club Tennis Team has played thirteen matches to date. Of these, eight were won, two tied, and three lost. Matches played since the last issue of the *Review* include:

Milford at Milford—Won 7 to 2.
Milford at East Walpole—Won 7 to 2.
Bellevue Country Club of Melrose at East Walpole—Tied 4 to 4.
Hartford, Conn. K. of L.—Won 6 to 0.

Matches scheduled include a return match with Hartford at Hartford and the Fitchburg Paper Company at Fitchburg.

In addition, the Junior Varsity has played three matches. Two were

Suggestion Awards

AUGUST

Classified as showing a saving in Manufacturing Cost and given an award of \$10.00:

Frictions for No. 1 Combiner—John Broadley, EMM
Ductor Roller Brake for Miehle Presses—Leo W. Brunell, FXR
Turn Cut-out Around on 3-1 Die—Charles Chorlton, Jr., FBM
Longer Feeder on FXGM4—James H. Ginley, FXG
Guide Rolls for FXCM1 Slitter—Herman W. Lauble, FXC
Method of Keeping Blanket on FXRM15 Clean—Arsene Marchand, FXR
Collar for 79" Paper at Corrugator FXCM2—Charles Mutch, FXC

Classified as of Intangible Value and given an award of \$5.00 each:

Method for Testing Thermostatic Water Control—T. F. Bannon, EME
Change Cover on Chute to Dryer at FBW—W. Raymond Bearce, FBW
Water Guard on Motors—John Broadley, EMM
Accuracy Markers on Edge of Sheet—Leo W. Brunell, FXR
Standardized Chisel for Nicking Cutting Ruler—Leo W. Brunell, FXR
Slotted Feed Board on All Miehle Presses—Leo W. Brunell, FXR
Mechanical Make-Ready for Screen Plates—Leo Brunell, FXR
Method of Straightening Curly Paper on the Press—Leo W. Brunell, FXR
Rod for Cleaning Hydraulic Beater—Michael Burke, DMB
Raise Platform Over No. 1 Cutter Conveyor—Samuel DiFlaminies, FBF
Water Drain for No. 1 Coolers—Frank Flemming, FBP
Salesmen's Business Cards Printed on Sample Boards—William W. K. Freeman, CX
Guard on Back of FFPM2—Clare Hayman, FFN
Clamp for Adjustment on FXCM1 Slitters—Herman W. Lauble, FXC
Clips for Covers on Bearing Caps at FBW—Charles Malouf, FBW
Iron Platform for Use in Cleaning Lights—Michael Morrissey, FBP
Shield at Heating Drum FXC—Charles Mutch, FXC
Different Chain for No. 2 Stick Rack—Clemens Reithofer, Chicago
Remove Wire from Tree in Yard—C. B. Shelton, Chicago
Change Guard at DMP4 Blower—Joseph Sinkovitch, EML
Red Tape on Banner Roofing—R. K. Smith, Chicago
Cut Water Pot at FXGM31—John Suman, FXG

Leo Brunell, FXR and Clare Hayman, FFN, were awarded \$10.00 for five accepted suggestions.

SEPTEMBER

Special Award of \$25.00 to William Gokey for his suggestion "Install Tank on Drain Line at Back of Asphalt Combiner FXCM3." This suggestion has shown fine savings, making it worthy of a special award at this time.

Classified as showing a saving in Manufacturing Cost and given an award of \$10.00:

Surface-Grind Knife at FXGM3—Benjamin Baranowski, FXG
Cam on FXAM36-37—Samuel Hunter, FXF
New Method of Creasing on FXCM3 & 4—Lee Ward, FXG
Feed Two Sheets Through FXWM6—Lee Ward, FXG

Classified as of Intangible Value and given an award of \$5.00 each:

Ventilator Cable in No. 3 Ovens—David Camack, FFZ
Soap Trays for Shower Baths—Louis Camelio, FFP
Stand for Holding Bearing on No. 5 Winder—Chas. Chorlton, Jr., FBM
Brass Clamp Rings on Feed Rolls—J. E. Costello, FXG
Guard on Broke Beater at DMP—Peter Glebus, DMT
Step Plate Over Gasoline Tank on Tractor at FBW—Reuben Lipschitz, FBW
Gripper for Job Presses—Charles Logue, FXR
Adjustment Screws on Paper Guide FXRM34—Robert Patterson, FXR
Electric Bell for Aging Room—James W. Porter, FFN
Method of Eliminating Bugs at FX2—Alma Walsh, FXB
Sling for Handling Composition Rolls at Rug Border—Milford Ward, FFD
Bars for FBPM1 Dry Felt Rack—Ernest Zinkowsky, FBP

lost to the Brockton "Y", and the third to the Norwood Civic team.

The Francis William Bowl Tournament is still in the second and third rounds.

CARD OF THANKS

I wish to thank all my friends at Bird & Son for the many kind favors shown me during my recent illness.

Lester G. Evans.



"Irish" Oakes, Baseball Manager, presents Ed Hiller, Roofing Team Manager, with trophy won by the Roofing men this year.

Baseball News

By Ernest Oakes

THE Bird & Son baseball season has come to a close and finishes the longest season a Bird & Son nine has ever had. A total of forty-one games were played and resulted in twenty-two victories, seventeen defeats, and two ties.

One of the achievements of the team was the fact that it was not shut out during any of these games. Lil Petroni and Joe Jarlis proved themselves a bulwark as pitchers. Bill Murphy led the team in batting with an average very near to .400. Leo Coughlin proved to be the home-run king.

More than half the games were played in East Walpole and provided excellent entertainment for the followers. The team was entirely supported, financially, by the Bird Club, Inc.

Departmental League

By Frank Troiano

Losing only one game in the entire series, the Roofing Team in the Departmental League walked away with the honors for the season and took into their possession the coveted trophy, presented by the Bird Club.

Games played by the Roofing Mill are listed below, also the batting averages for the members of the Roofing team:

Won from Mail Mill—12-1, 8-7, 12-0.

Won from No. 2 Box Shop—9-6, 2-1, 3-1.

Won from Flooring Plant—2-1, 6-5, 7-6.

Lost to Flooring Plant—1-12.

The nine "regular" players are listed first:

Players	AB	H	Average
Edward Hiller	21	10	.476
Ernest Zinkowsky	17	8	.470
Harry Hamilton	23	10	.435
John Doyle	23	7	.304
Peter Didick	20	6	.300
John Ahearn	17	4	.235
Robert Hunter	20	4	.200
Vincent DeLaiarro	17	3	.176
Thomas Thomas	23	4	.174
John Ambruskevich	4	2	.500
George Abbott	14	5	.357
Theodore Pieczonka	3	1	.333
Fred Minkevitch	13	4	.308
Michael Baranowski	18	5	.278
Edmund Wenstrom	16	2	.125

With the Soccer Team

By John H. White

OUR Soccer team will again operate in the Boston and District League, the James M. Curley Cup competition, and the State Championship. In addition this season they will play in the National Amateur Championship series and the Olympic Try-out series.

The team will open substantially the same as it played in the Curley Cup the past season, but additions will be made as the season progresses. The players to date are Harry N. Benson, James Schuller, John McDougal, John Hogan, Carl Frederickson, Edward Hogan, William Dropski, Walter McKenna, Harold Nicholson, Allen McIlrree, and Augustus Hogan. The Management is John H. White, William McLaughlan, Samuel Hunter, John D. Smith and John Hogan.

The first game was played Sunday, September 22, with the Highland A. C. in Somerville, resulting in a 5-4 victory for Bird & Son.

Jack Carroll

WORD has just been received of the death of Jack Carroll, Finishing Mill worker, who died in Norwood on Tuesday, September 24, following a short illness.

Mr. Carroll first came to Bird & Son in December, 1917 as a worker in the Stock Transfer department, transferring in April, 1922 to the Finishing mill, where he was employed until his recent illness.

We extend our sympathy to his family.

Card of Thanks

We wish to thank our friends at the Box Shop for their beautiful wedding gifts.

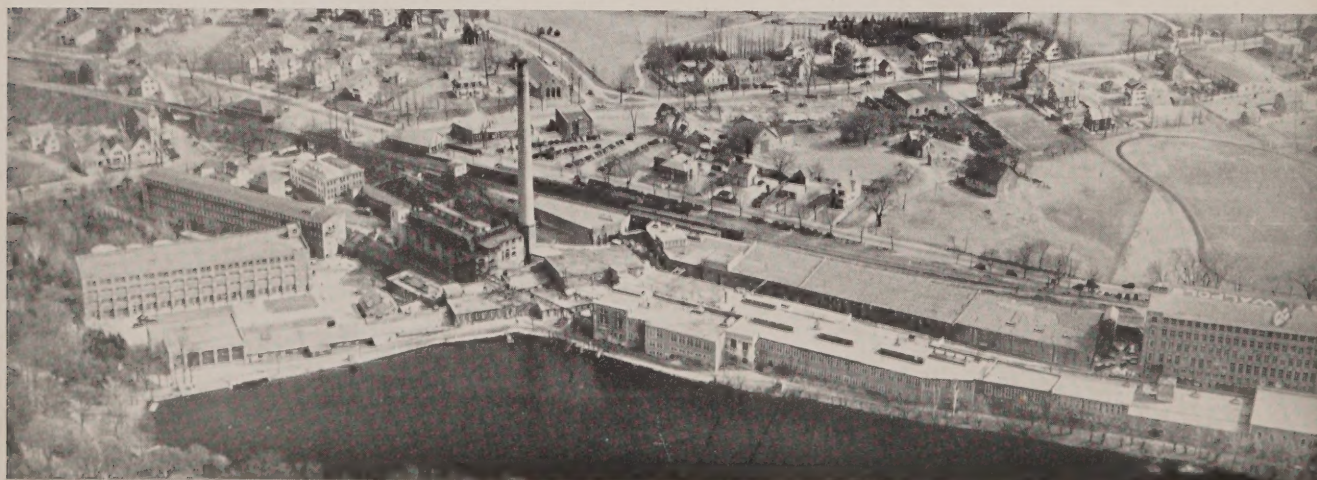
Mr. and Mrs. John Hutchins.

Acknowledgment

I wish to thank all my friends at Bird & Son, inc. for their kindness and sympathy during my recent bereavement.

Edward A. Hiller.

New airplane view of the East Walpole plants and the town of East Walpole. Courtesy of Roland H. Baker.





BIRD PRODUCTS

Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Loc-Set	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	Bric-craft Siding	BIRD Insulated Bric-Siding
	WeatherTex Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Craft	Art-Hex	Shingle Design	Slate Surfaced	American Ready
Old Reliable	Universal	Mineralite	Banner	Waterdyke	Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Coated Kraft	Reenforced Kraft Paper	Duplex Kraft

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	American Board, Green One Side

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board		
Rubberlike Matting			
BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
Plastic Cement	Roof Coating	Asphalt Emulsions	Fibercoat
Emulsicoat			

Flooring Division

BIRD Rugs	BIRD Floor Coverings	BIRD Rug Border
Economy Rugs	Economy Floor Coverings	Economy Hall Runner
BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering
BIRD Duracork Hall Runner		Rubberlike Matting

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Board	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots	
Tack and Screw Boxes	Earth Bands	Plant Boxes

Special Paper Division

Index Pressboard	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes	
Industrial Filter Paper	

BIRD & SON, inc.

Established 1795

EAST WALPOLE, MASS.



{List of Bird Products on Inside Back Cover}

BIRD'S *Neponset* REVIEW

*Planned and Edited
by the Employees of*
BIRD & SON
Incorporated
East Walpole, Mass.



EXECUTIVE OFFICES
MAIN PLANT ENTRANCE
EAST WALPOLE, MASS.

*Holiday
Number*



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills
East Walpole, Mass.
Phillipsdale, R. I.

Box Factories
East Walpole, Mass.

Flooring Plant
Norwood, Mass.

Roofing Plants
Norwood, Mass.
Chicago, Ill.

Officers

Chairman of the Board, PHILIP R. ALLEN

Vice-Chairman, CHARLES S. BIRD, JR.

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting
Vice-Presidents

ELMER H. BARTLETT

PHILIP H. BAILEY

Directors

PHILIP R. ALLEN

AXEL H. ANDERSON

PHILIP H. BAILEY

ELMER H. BARTLETT

CHARLES S. BIRD, JR.

CHARLES W. CONRAD

RICHARD C. FLOYD

FREDERICK H. HIRD

GEORGE C. LEE

EDWIN M. LINES

JOHN R. MACOMBER

BENJAMIN H. ROBERTS

BENJAMIN D. ROGERS

ALLEN H. RUSSELL

H. EUGENE SAWYER, JR.

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Treasurer and Comptroller, A. H. ANDERSON

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, W. C. AHLGREN

Purchasing and Traffic Agent, A. H. RUSSELL

Assistant Purchasing and Traffic, M. J. HAWKINS

Director of Personnel, B. D. ROGERS

Director of Research, E. M. LINES

SALES

Director of Sales, R. C. FLOYD

Sales Manager Paper Division, F. H. HIRD

Assistant Sales Manager, W. E. HICKS

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Eastern Division, W. E. HALE

Manager Central Division, S. C. TRAUDT, JR.

Manager Southern Division, A. D. KILHAM

Manager Western Division, W. W. WILSON

Sales Manager Box Division, C. H. ANDREWS

Sales Manager Carton Division, A. M. CLAFFEE

Bird Floor Covering Sales Corporation

(Subsidiary Company)

President and Sales Manager, H. E. SAWYER, JR.

Manager Western Division, R. W. WESTCOTT

MANUFACTURING

Director of Manufacturing, C. W. CONRAD

Assistant to Director of Manufacturing, P. N. HILLS

General Superintendent Paper, Box and Carton Divisions,
R. A. WILKINS

Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, R. L. TUPPER

Superintendent Carton Division, W. S. JACKSON

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. E. GRAHAM

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Superintendent Western Roofing Division, J. G. YOUNG

Assistant Superintendent, J. F. MATCHA

Chief Chemist, ERICH GACH

Branch Offices

New York, Chicago

Warehouses

EAST WALPOLE, MASS., NORWOOD, MASS., CHICAGO, ILL., BROCKTON, MASS., MINNEAPOLIS, MINN., KANSAS CITY
SOUTH KEARNY, N. J.

Flooring Warehouses

ALLENTOWN, BROOKLYN, CHARLESTON, DALLAS, EAST WALPOLE, GRAND RAPIDS, GREEN BAY, HOUSTON, SAN ANTONIO



A Message from the Chairman of the Board

THIS year for the first time I greet you, not as President, but as Chairman of the Board. Through changes effected early in 1935, a number of us older men retired from the active management of the business to advisory and consulting work. We have dropped our daily routine desk work for easier chairs where we have the time not only to watch and guide our own business, but to study the industry and the business of the country as a whole.

The plan has worked out admirably, and the younger men who have taken the active positions of responsibility have done a splendid job of running the business.

The upward swing of our business this year has accorded well with the general improvement over the country, and has in fact, been helped by it, particularly by the improvement in the building industries. But our progress has been equally helped by the unremitting effort put forth in every department of our business to improve methods of manufacture, plans of selling, and quality down to the last detail—and this is the only way that a business can progress consistently through good years and poor. Every single worker who has faithfully given his best to his particular job can take great pride and satisfaction in the results this year.

From our new President, Mr. Roberts, you will learn more about our accomplishments of the year, and our plans for the future. Leaving all that to him, I write this as a personal, friendly message to you all.

To both old friends and new, A Merry Christmas and a Happy and Prosperous New Year.

Philip R. Allen



Our President's Message

THE record of our business this year has been encouraging. Every division has experienced a decided increase in volume, and employment records show the largest number of employees on our pay-rolls in the history of this business. The whole organization has done a fine job, has done it cheerfully, intelligently and capably and upon behalf of the Management I wish to thank each one for the part he has played.

At the time I write this, all indications point to a continued increase in the general level of business volume and our business will unquestionably continue to share in the upturn. This does not mean that our problems are all solved; we will still have the everlasting problem of building a quality piece of merchandise and distributing it in an economical manner. It is a hard job that we have always ahead of us, this matter of building and distributing a quality product, a job that demands ceaseless vigilance and untiring effort, but it is a job which develops strength and builds character in any organization just as it has done in this one.

Just a word about the work of our Plant Councils. The spirit of frank discussion and sympathetic understanding of our problems evidenced this year has added in no small degree to our success. Every question has been met fairly and squarely and settled.

We have high hopes for 1936 and I know that our organization can fulfill them.

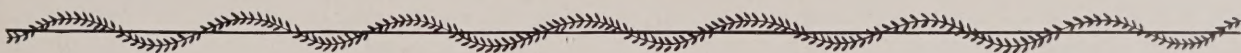
My best wishes to all of you.

Benjamin H. Roberts

BIRD



ROOFS ★ RUGS ★ BOXES



“WE must keep close to the course we have pursued. Quality, rather than quantity should be our watchword in the future. . . .” “So long as we maintain this reputation for high quality, and so long as we uphold a spirit of loyalty, efficiency and square dealing, we need have little fear for the future of our business.”

So wrote Mr. Charles Sumner Bird more than ten years ago. The first quotation is from his Christmas message in 1925; the second, from his message in 1920. Quality and square dealing—two essential principles in any business, and we believe, the two fundamental principles which have enabled us to operate successfully for one hundred and forty years.

Mr. Bird received these standards of business conduct as an heritage from his family which had conducted the business for two generations before him and applied them throughout his program of expansion. To his mind, quality and square dealing were inseparable in any business.

We are indeed fortunate to have our business established on such foundations—fortunate because now we face the future in confidence, knowing that we have an enviable, unbroken reputation in both these essentials.

It is our purpose always to maintain this reputation for quality, through careful production and extensive research, constantly improving our standard products and adding new products typical of the quality and progressiveness with which the name BIRD has been associated throughout four generations of business dealings.

Quality

Products of Dependability

IT would be futile to talk about quality without being able to produce it. Because we control every process of manufacture and because years of successful business with satisfied customers have given proof that our products are superior, we can talk sincerely about quality and mean what we say. We build the quality in and we know our products are right.

With our Flooring and Roofing products, the process starts at our Phillipsdale plant where a superior felt base is produced. Careful selection is made in buying the raw stock, and equal care is used in the process of manufacture, with the result that an unusually strong, tough felt base is produced in a single, solid layer of firmly interwoven fibres. This "high-test" felt is then shipped to our Norwood plants, to be converted into roofings, sidings, or felt base floor coverings and rugs.

Second to None.

Through production control of our asphalt, our surfacing materials and our entire manufacturing operation at the Roofing Plant, we have developed a line of shingles and sidings second to none. Thick-butt, shatter-resistant shingles, custom-built shingles of massive beauty, and dependable roll roofings have all been staple products for many years. We are especially proud of two new siding products, Insulated Bric Siding, introduced shortly after Art-Bric, and Weather-Tex Siding, just out this year. Insulated Bric Siding appeals to the homeowner who wants built-in insulation and a low application cost.

For those who wish a siding looking like wooden shingles, but with many additional advantages, Weather-Tex meets the need admirably, as our large sales already indicate. It is particularly fine for cottages, and wherever used, its weathered effect harmonizes with the surroundings, making the ordinary house a distinctive home.

No story of Bird roofings and sidings would be complete without mention of the quality and service offered by our Chicago



Quality

Plant. There, at 1472 West 76th Street, is a Roofing Plant which produces for our western trade the same quality Bird line. Dealers who have done business with this plant since it was established in 1917 can bear witness to the high quality and good service delivered by this branch.

New Wallboard Line

We have talked much in other years about our Wallboards, but this year refinements have been made which make us more enthusiastic than ever about the line. Bird Wallboard lends itself to a hundred uses, takes paint as easily as wood, cuts smooth and cleanly, resists marring and puncturing, and in every respect is a sturdy board worthy of the name Bird.

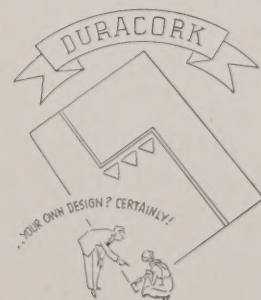
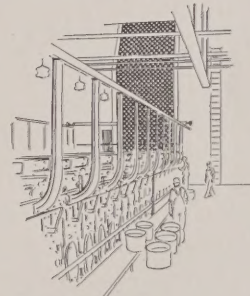
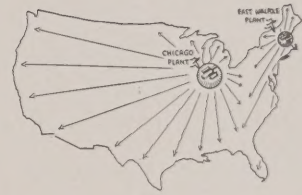
Spring Patterns

Neponset Floorings have been known for their quality many years—a quality maintained through rigid production control of every process from the making of the felt and the paints to the cutting of the blocks and the printing and finishing of the product. Our new Spring line of patterns to be introduced January first gives assurance of a quality of design, as well as of materials, that will attract the buyer and increase the sales of every energetic merchant who carries the Neponset line.

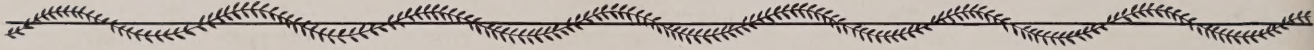
Bird Duracork has become as standard a product as Neponset Floor Covering in the past two years. Recent improvements have given us this remarkable product in two weights—standard and heavy—and increased the quality of the surface so that it can withstand the most severe traffic and “come up smiling.”

Because it cuts easily and comes in a variety of rich colors, it is in great demand for custom built floors. Design possibilities are unlimited. Floors styled with Bird Duracork are the envy of all who see them, beautiful and modern, and unbelievably low priced.

Recent alterations at our Flooring Plant have given us increased hanger space for applying our Undercoat, and construction still in process will afford another machine space and a new oven. This means increased capacity for producing Duracork, and



Quality



allows full production on an entirely new product—Chromalin.

Shipping cases, shoe cartons and a variety of special papers are manufactured at our East Walpole plants, where quality products have been produced for four generations.

Made for Fifty Years

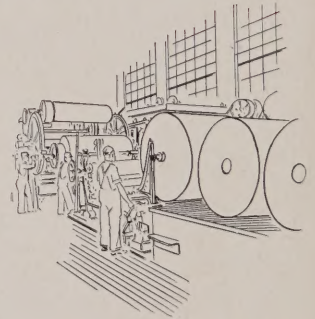
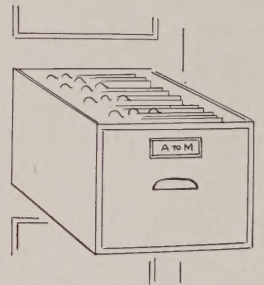
One of our old standard products is Index Pressboard, manufactured for the last twenty years, and found today in almost every office in New England. When sportsmen go hunting or trap-shooting, it is ten to one that they use shells made of Bird Cartridge Paper, which we have supplied to the country's largest cartridge manufacturers for the last fifty years. In the laboratories of hundreds of such firms as E. I. duPont deNemours & Company and Spencer Kellog, will be found Bird Filter Paper, one of our newer high-grade special papers. The continuing demand for these products from leading industries throughout the country is proof enough of their dependability and quality.

In the same mill which produces these papers for special purposes we also manufacture tons of fibre board and shoe carton stock for use in our Box Factories. Here on the paper machines, as well as later in the combining and finishing processes, we build into every Bird container, large or small, the strength and durability which makes for long service and satisfied customers.

Large shipments of solid fibre cases have been made to Italy this past year, where an Italian importer sets up the cases, packs them with canned tomatoes and ships them back to this country. Rough handling and exposure to all kinds of weather give these containers a severe test, but they have stood up well.

We recently saw a Bird Wood Frame Fibre case made with .160-600# test board which has been in constant use since 1930. It is used to ship collapsible tubes by truck from the manufacturer to the user. The case is still in use, and in good condition.

Bound books are difficult to ship because the least crushing damages a corner and renders the book unsalable. And yet a very particular book publisher has been so well pleased with our corrugated case that he has written in especially to tell us



Quality

about one case which made a six thousand mile journey to California and back, still remaining in good condition.

Experiences like these give us confidence that we have been right in insisting on quality. Not only have we built a board with high resistance to moisture and all kinds of rough handling, but with our modern printing equipment we are able to do fine, two-color printing on both solid fibre and corrugated cases, meeting the exacting requirements of some of the most particular buyers in the United States.

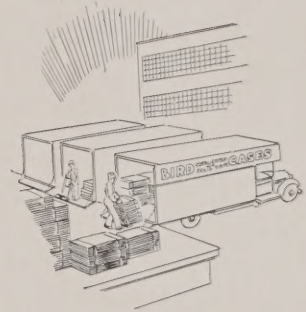
Styled for Today

Like the Bird Container, the Bird Shoe Carton has made its way, particularly the last few years, on the basis of quality alone. We hold our customers year after year because of the inherent and never-changing quality of Bird cartons. Basically, the Bird carton is of much the same construction as when it first appeared on the market many years ago, but it has been styled to meet the modern demands of today, without losing its sturdy construction.

The makers of Thom McAn shoes have used Bird cartons ever since the start of the company in 1922. They have just recently celebrated the production of their fifty-millionth pair, and ninety-five per cent of those shoes have been sold in Bird cartons. This is a record unequalled by any other shoe carton manufacturer.

For three years we have supplied Edison Brothers, Inc. of St. Louis with our cartons, first starting with a single line, and one by one taking on the carton business of all their brands except one. The cartons for this one line—the Chandler—were supplied by another concern. This fall Mr. Irving Edison made the following statement to our Sales Manager: "Mr. Claffee, I am getting complaints . . . to the effect that the Chandler boxes have not been standing up. We want quality boxes for our Chandler shoes and would like you to start the production of our Chandler cartons just as soon as you can, supplying our entire requirements in that line, the same as in the other four."

What better testimonials than these, that quality counts!



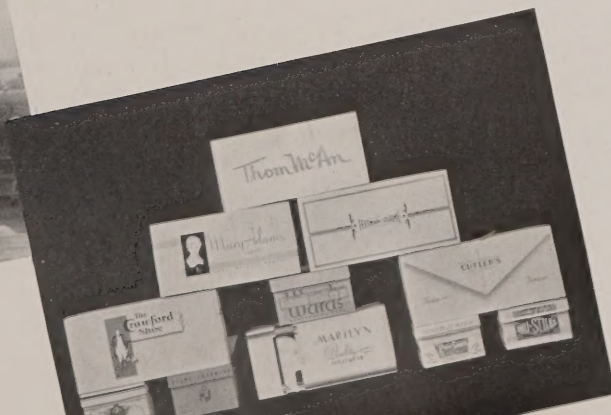


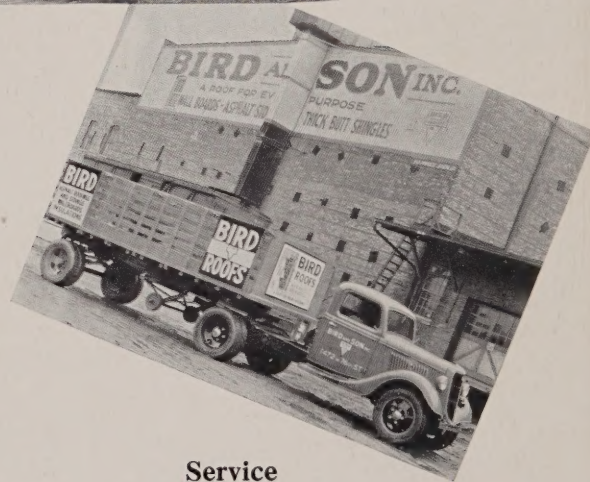
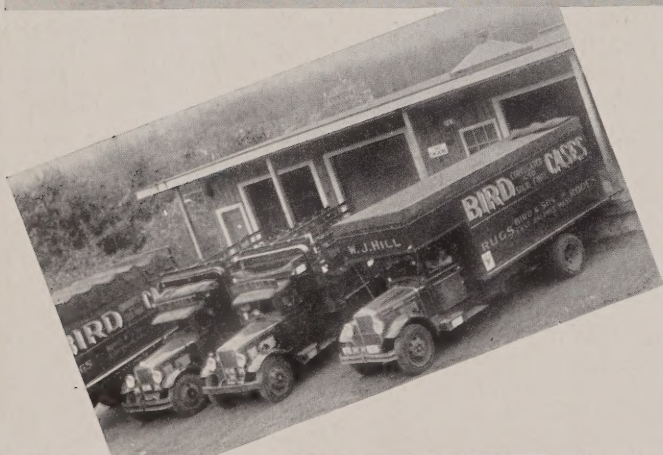
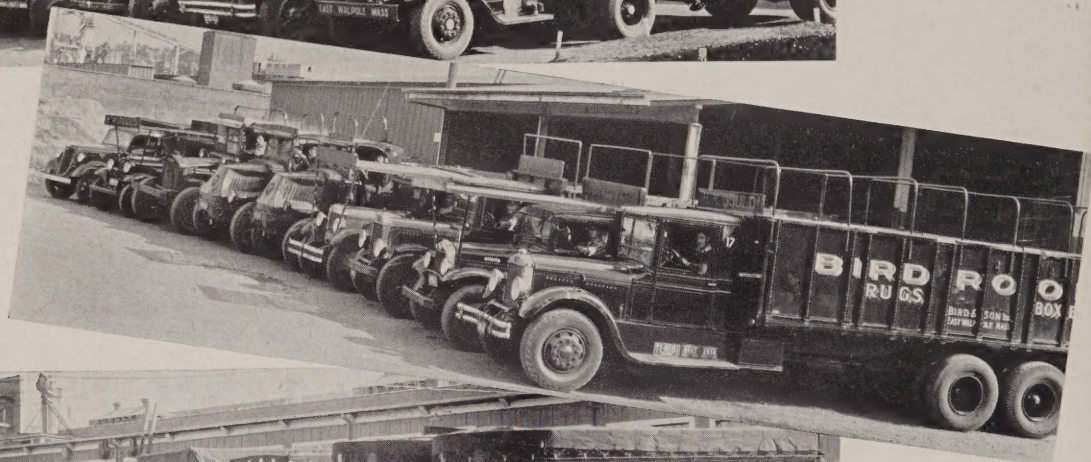


Bird Products

DIVERSIFIED uses for diversified products are pictured here. The one common denominator is quality.

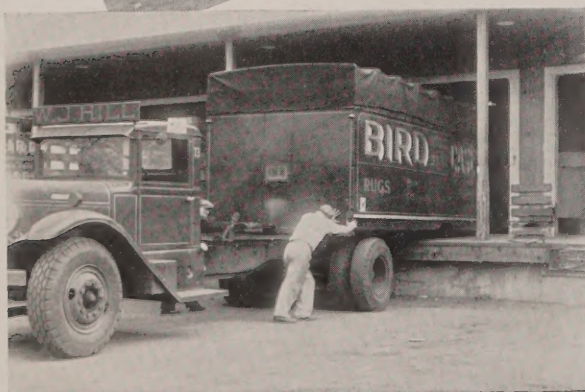
A modern treatment with Bird Wallboard and Bird Duracork transforms our Main Office reception hall; a smart hooked rug design in Neponset Floor Covering adds beauty and distinction to antique furnishings; Weather-Tex and Art Bric Siding combine for a unique effect; Custom Built Shingles make a crowning glory for three beautiful homes; a hunter, typical of thousands the country over who use fine shells made of Bird Cartridge Paper; the S.S. Exeter unloading Bird cases from her hold—cases shipped to Italy, and there packed with tomatoes for reshipment to the United States; and a group of distinctive Bird Shoe Cartons, built for service to carry quality merchandise.





Service

THE groups of delivery trucks here illustrated both indicate a particular phase of our service and symbolize our whole service organization. They typify a kind of service which moves efficiently thousands of tons of roofings, floorings and paper products a year, many times effecting deliveries in the space of a few hours. And just as the quality of our roofs is shown by the service they give, so the quality of our company may be measured by the service it renders. The quality of both is distinctly superior.



BIRD'S NEPONSET REVIEW

Vol. XXIII December, 1935 No. 6

Published by the Employees of Bird & Son, Inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.

Advisory Board

P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers

Editor Circulation Manager
E. M. Grout A. S. Blaney

Printing Foreman, F. R. Meyer

Heavy Voting

IN the Plant Council elections, held the first week in October, ninety-five per cent of those eligible to vote participated in the voting.

This is an extremely good showing and indicates a real interest in the Councils throughout the plants. All the newly-elected groups have now held at least one meeting and are organized for the year.

We extend congratulations to both new representatives and re-elected members and wish them a successful year in office.

Credit Union Continues Five Per Cent. Dividend

A DIVIDEND of 5% was voted and five Directors elected at the Annual Meeting of the Neponset Credit Union on Wednesday, November 13. Forty-five people attended the meeting—the largest group ever present at an annual meeting.

Four directors were re-elected, and Miss Dagmar Peterson was elected for the fifth member. This is the first time in the history of the Credit Union that a woman has been voted in as a Director. The re-elected members include: B. D. Rogers, A. H. Russell, George E. Smith, and John J. White.

In keeping with the policy of maintaining interest rates on savings at the same rate as in the local banks, interest on savings was reduced to $2\frac{1}{2}\%$ in October by the Board. It was voted at the meeting to continue this rate for the present.

At the suggestion of Treasurer A. W. Smith a new method of paying interest on loans is to be established starting January 1, 1936. All loans made after that date will have the interest charges deducted from the full amount of the loan at the time the loan is made. Interest charges will be 5% for unsecured loans and $2\frac{1}{2}\%$ for secured loans. This is common practice with all banks and with most Credit Unions today. The net cost to the borrower is practically the same as with our present method of charging interest on diminishing balances, and it involves much less clerical work.

This plan is effective only on new loans made after January first. All loans made up to that time will be handled on the old plan until paid up.

Bernard H. Bailey, President, outlined briefly the surprising growth of the Credit Union. Particularly interesting is the advance made in the past five years. In 1930, with 1235 members, total assets were \$127,713.99. Today the membership has increased to 1733 and total assets to \$178,389.94.

At a meeting of the new Board held Thursday, November 14, the following officers and committees were elected: George E. Smith, President; John J. Burke, Vice-President; A. W. Smith, Treasurer; Howard S. Whitney, Secretary.

The Credit Committee remains the same: B. D. Rogers, Leo R. Bernier and John J. White.

The Auditing Committee is as follows: Wesley A. Beaulieu, Dagmar C. Peterson and William S. Jackson.

New Rates for Life Insurance

CHANGES in Savings Bank Life Insurance, effective November 1, 1935, offer straight life insurance at lower premium rates than ever before. These new rates were established with the belief that it was desirable to make the initial costs as low as possible at this time. Cash and loan values will be higher than with the old policies.

Of necessity, however, dividends will be lower. The net result is that net payments (premiums less dividends) will be slightly higher, but will be offset by higher cash values and higher loan values. There are other minor changes regarding various clauses in the new policies.

Insurance written before November 1, 1935 is not affected at all by these changes—premiums and dividends remain exactly the same. The changes apply only on new insurance written from this time on. The chief advantage lies in the reduced premiums, which make the purchase of new insurance easier.

For full information on these new policies consult A. W. Smith at the Credit Union.

At Christmas

BY EDGAR A. GUEST

A man is at his finest towards the finish of the year;
He is almost what he should be when the Christmas season's here;
Then he's thinking more of others than he's thought the months before,
And the laughter of his children is a joy worth toiling for.
He is less a selfish creature than at any other time;
When the Christmas spirit rules him he comes close to the sublime.
When it's Christmas man is bigger and is better in his part;
He is keener for the service that is prompted by the heart.
All the petty thoughts and narrow seem to vanish for a while,
And the true reward he's seeking is the glory of a smile.
Then for others he is toiling and, somehow, it seems to me,
That at Christmas he is almost what God wanted him to be.
If I had to paint a picture of a man I think I'd wait
Till he'd fought his selfish battles and had put aside his hate.
I'd not catch him at his labors when his thoughts are all of self,
On the long days and the dreary when he's striving for himself.
I'd not take him when he's sneering, when he's scornful or depressed,
But I'd look for him at Christmas when he's shining at his best.
Man is ever in a struggle and he's oft misunderstood;
There are days the worst that's in him is the master of the good;
But at Christmas kindness rules him and he puts himself aside,
And his petty hates are vanquished and his heart is opened wide.
Oh, I don't know how to say it, but, somehow, it seems to me,
That at Christmas man is almost what God sent him here to be.

Notes From Plants and Offices

Main Office and Sales

Alice Clem
Eleanor Badger
Sabina Costello
Albert Kimball

Margaret Crane
Dorothy McEleney
Helen Curran
Sophie Eppich

The Hartigs, Dot and Walter, experienced more than they anticipated when they visited Florida recently. Those tropical hurricanes are all the newspapers and news pictures portray, and are very good things to keep away from.

Two members of the Bird family were married on October 12—John Andrews and Flora MacDonald. Their wedding trip took them to New York, Pennsylvania, Baltimore, Washington, and from there along the Sky-line trail, a 70-mile road along the top of the Blue Ridge mountains in Virginia. After

ginia. While in Norfolk, she visited the Jamestown, Williamsburg and Yorktown Restorations, and made a trip through William and Mary College.

Much to her great discomfort, Florence Nagle discovered that ping pong is a rough and tumble game.

Ray White spent the biggest part of Armistice Day writing his letter to Santa Claus.

Paper Mills

John E. Curran
Herbert Badger
Herman Nordstrom
Fred Jonah
Mario Boragine

Frank Murphy
Edward Geraghty
Charles Rafuse
Sophie Novick
Mary Driscoll

The title of "deerslayer" is hereby conferred upon John Bandonis. He got a nice doe up in New Hampshire.



A large number of office workers recently visited our Paper Mills and Box Factories, following through a suggestion made to the Plant Councils. This is the first group as they started out on October 29. Left to right: Frank Nyborn, guide, Floyd Robbins, Eleanor Whitehead, Albert Eckert, Genevieve Kennedy, Gertrude Brady, Anne Kelleher, Marion Smith, Laura Farris, Mary Conton, Nellie Shergals, Blanche Walukevich, Dorothy Lynch, Mary Concannon, Katherine Kane and Louise Percy.

going as far south as Staunton, Virginia, they returned to Washington, making side trips to Annapolis Naval Academy and Atlantic City. The groom no sooner got back to work in the Credit Department than he was transferred to the Bird Finance Corporation. Good luck, John.

Herb Schaier saw the bright lights over the holiday of November 11—he spent the week end in New York City.

Congratulations to Dagmar Peterson, who at the twenty-second annual meeting of the Neponset Credit Union, was elected a director. Miss Peterson has the distinction of being the first lady director ever elected. Her fellow-directors extend her a hearty welcome.

Agnes Hefferan and Anne Smith had an enjoyable fall vacation touring Canada.

We were glad to see Ethel Cobb Ferguson's smiling face a few weeks ago. She came back to the office for several days while Eleanor Badger was out ill for two weeks.

Alice Clem spent a pleasant holiday week end visiting friends in New York and New Jersey.

We welcome two new members to the Box Sales—Marguerite Rorke and Evelyn McNulty.

Anna Roundy has returned from a very interesting boat trip down to Norfolk, Vir-

We welcome Gunnar Gottberg back to work after a trip to the old country.

Francis Bannon has settled down to normal again after becoming a benedict recently.

James Kivlin spent his vacation in the Maine woods.

Frank Whitehead started for Connecticut a short while ago. It took him nine hours to go one hundred and thirty miles one way and three hours to come back the same number of miles. Yes, Frank, it's tough to get lost so far away from home.

John Connolly spent the week end in New York. (Yes, a best man again.)

We were all very much shocked to learn of the sudden death of J. Harold McNeeley, who died in his sleep Sunday night, November 17. Earlier in the evening he had complained of not feeling well and had called the doctor. Mr. McNeeley was a clerk in our Maintenance Department and had been with Bird & Son fifteen years.

Phillipsdale, R. I., Mill

Rexford H. Salisbury
David S. Lowry

John H. Nolan
Leslie E. Howard

New cars are coming into style again, Johnnie Nolan having a new Chevrolet and

Messrs. Broderick and Carlson are sporting V-8's.

We were sorry to hear of the death of John Vargas's brother and also of Clements Justynski's mother.

Herbie Chamberlain has moved into his new house on Carlin Avenue and he invited all of his friends to a duck dinner in the new home.

Willie Banks celebrated Armistice Day in New York.

A visitor here lately was Jack Hale recently retired from East Walpole. We were glad to see him and hope he will visit us again.

We welcome Andy Oates, a new piper.

Walter Gill, who has been out sick, paid the boys on the machine a visit recently to see that everything was all right. He expects to be back with us soon.

We were sorry to hear of the death of Joe Perry who died at the Rhode Island Hospital on September 20 after a short illness. Joe had been working here since 1917 and he will be missed by all those who knew him.

Box Factories No. 1 Box Shop

John P. Walsh
Amelia Galgauskas

John Phelan
Sadie Rafuse

Earl Boyden

One of the last vacationists from the Box Shop was Carl Wurzel. He did a lot of traveling and claims that November is the ideal vacation time.

Girls in the Solid Fibre department don't mind working nights any more, not when Earl Boyden is the gang boss. Earl, you certainly must have what it takes.

Wanda Walukevich has been on our sick list for a long time. We all miss you, Wanda, and shall be more than glad to see you back.

Dominica Lipinsky has been out ill with an appendicitis operation. Hurry back, Dom, we miss you.

It seems to us that there are a great many arts and artists but to Statia Zabrowski, there is only one "Art, the Artist"!

Will somebody please help Roy Yonker to make up his mind whether he looks better with a mustache or without?

This is a bit late, but it's our first opportunity to welcome Clarence McGrane to the office. He's taking James Smith's place. We hope you'll like your new work, Clarence, and as for you, Jim, we'll miss you always.

We are sorry to learn of the death of William H. Roak last month. He had been with us in the Solid Fibre department since last April.

We welcome the new workers in the Corrugated department and hope they will enjoy working with us.

We hear John Dempsey has tough luck with his car when he goes to Dedham. Better stay away from there, John, if you want to have any car left.

No. 2 Box Shop

Mary Bellew
Josephine Rose
Edward Botwell

Alice Brady
Alma Walsh
Rose Ruggiero

Frank Eisenhaus

Mrs. J. E. O'Donnell of Bridgewater paid us a visit recently. She was formerly Anna Duffy of the printing department. We were certainly glad to see her.



John Sigmund (right) and two pals on a hunting trip in Brewer, Maine.

Thomas Hazlett has been very ill at the Norwood Hospital, but is now reported much improved.

Mr. and Mrs. Harry Clark are receiving congratulations on the birth of a son, born November 4.

Mary Bellew attended the Harvard-Dartmouth football game on October 26.

We are sorry to hear that Anne Foley injured her finger in the stapling machine. According to last reports she is coming along very well.

The bachelors of the Flower Pot Department are minus one member. Frank LaCivita was married to Gail Madden of Stoughton on September 28 at a very impressive church wedding. They spent their honeymoon in New York and are now making their home in Stoughton. George Kinsman in behalf of his fellow-workers presented Frank with a beautiful smoking stand. Good luck, Frank.

Joe Smelstor has gone horse-crazy. Keep it up, Joe—You'll be in the money yet!

Nora Reardon was surprised with a birthday cake and gifts from the girls in her department on November 7.

We welcome John Anderson to the printing department.

Alma Walsh was given a surprise party at her home Hallowe'en night. A good time was had by all.

Mattie McLauchlan spent the week end of November 11 at Fryeburg, Maine.

Note to Guy Hoyt—Please straighten out that bowling alley that so annoys Mary Jarlis at all bowling matches.

Frances Chaffee is attending Bryant and Stratton school evening division.

We were glad to see Ludger St. Cyr back to work again after a two months' illness.

Walter Hartig and his sister Dorothy motored to Florida. They came back with a wonderful tan.

Helen Thompson is in the Norwood Hospital where she underwent an operation for appendicitis. We hope to see you back soon, Helen.

John Clancy has turned evangelist and is going to hit the trail with Gypsy Smith.

All those wishing to learn the mysteries of the saxophone kindly see Alice Brady for full information.

The girls' bowling team is certainly going to town this year. One weekly high string has already been captured by Astrid Anderson. The rest of the team are still in hopes.

John Sigmund spent his vacation hunting in Brewer, Maine. By all reports there was plenty of good hunting. The day after his return he caught two raccoons in East Walpole.

Well, John, hunting isn't so bad right here, but the grass is always greener in the other fellow's yard.

The Ethiopian crisis is now under control—so says Dictator Bartley Curran.

Roofing Mills and Offices

William Borbwell
Stanley Phillips

Edward Hiller

John White
Charles Norton

Louis DeBaggis has left Norwood Hospital following his accident.

We welcome Hugh Gardiner to the Maintenance department.

Henry Smith is capitalizing on his skill as a Beano player.

We boast a new stylist. Theodore Pieczonka now presents the December mode for men, a dinky red bow tie, well seasoned white shoes with black trimmings, and an inspiration for that song, "Where did you get that hat?"

Chicago Mill and Office

Ray Wolf
R. Koerbel Smith

Anna Kelly
Marjorie McNay

Sandwiches — doughnuts — potato chips — pumpkin pie — cider — that sounds like Hallowe'en, doesn't it? It was the menu for the party given on October 31 at the 76th Street office. Due to Harold Altman's efforts the party didn't have a dull moment. Mr. Pullar's ability in guiding the ladies through the mazes and intricacies of the terpsichorean demonstrations should not go unmentioned.

The display of blind marksmanship by the men in the game of pinning the tail on the donkey was colossal. Some of them even went so far as to go into the next room (of course we don't want to tell any tales on Mr. Young or Jonas Johnson). Mr. Meyer showed real skill, however, and won the first prize.

Some of the folks got it "right on the nose," but that of course was some thing else again.

And speaking of getting it on the nose—even though it wasn't Saturday, we all had our tubbing. Ducking for apples is such a clean sport, especially with John Matcha ready with a towel to help fair damsels mop their faces, ears, etc. after their strenuous attempts to get the apples.

Marge Thompson and Margie Mulhall have decided that cracker crumbs are nothing to be sneezed at. They were both blindfolded, sat on the floor and each given a cup of cracker crumbs with a spoon, which they were to feed to each other. They have found that crumbs can be very scratchy when poured down their necks. They were very good sports, however, and gave a great deal of amusement to the crowd.

One of the familiar scenes around the office at noontime is Sam Giesy standing on a box car acting as referee for the horseshoe game—probably afraid of being hit by a horseshoe.

We have all forms of wild life around this office. Mahlon Parker has recently named himself "Tarzan of the Grapes".

Bob Jones is the daddy of a fine baby girl.

It is reported to this department that Joe Cozzi is now a married man.

Ray Gusick owns a brand new, second-hand third class Chevy.

Just a note to compliment Erich Gach on his new paint job.

John Matcha has gone into the moving picture business on a reduced scale.

Ping pong has been taking the boys in the mill by storm. All the boys who thought it was such a simple game are most enthusiastic about it now.

We were sorry to hear of Ray Lance's very painful accident and we hope he will be back to work very soon.

Nick Schreiber was the victim of a hit and run driver, but is coming back rapidly to health.

Ted Moore has no reflex action in his knee, and we expect that by Christmas time he will be paralyzed!

James Stanek won in the football pool and has been in good spirits ever since.

Flooring Mill and Offices

John S. Smith
Tom Rogers
Arthur Cripps

Charles Miller
Thomas Paquette
Laurence Gammell

A new member of the mystery story club is Joe Woodward. Careful, Joe, or Austin Allen and Dan Ross will lead you astray.

The Block Room and the Machine Shop have had a little war of their own while Sam Lorusso blasted away the ledge around these buildings. There were over one hundred sticks of dynamite used within ten feet of the walls, which are largely glass windows. In spite of this, only six panes of glass were broken.

Walter Sword is the proud father of an eight-pound boy (Walter Junior) born October 20 at the Faulkner Hospital. Congratulations!

We welcome Walter Travers and Orville Brewster, new men on the Print Machines.

Clinton Hanscom is the proud father of a seven-pound baby girl (Judith Margaret) born October 31 at the Norwood Hospital.

Peter Knox is the new clerk at the Print Machines office. Bill Everberg has been transferred to the Block Room.

Chicago Office

Ida Mitchell

Lillian Moe

We are glad to announce that we will again have a display of our products at the Winter Furniture Market in Chicago. We will occupy Space 211 at the American Furniture Mart. We extend a cordial invitation to all dealers to visit us at this space. Our entire spring line of new patterns, as well as the latest dealer helps, will be ready for this opening and we hope you will drop in for a preview.

Since the Chicago showroom and office was opened in the Loop a year ago we have had a large number of important buyers visit us from all parts of the United States.

Dan Landt, Chicago Roofing Plant Mail Clerk, on vacation in Florida (B. H. — before hurricane!)





Curley Cup Soccer Finalists for 1934-35. Back Row: Harold Nicholson, John Erickson, John Hogan, Harry N. Benson, John D. Smith, Carl J. Frederickson. Front Row: Samuel Hunter (Executive Committee), Augustus Hogan, William Dropski, John McDougal, Edward Hogan, James Schuller, Walter McKenna, John H. White (Manager), Thomas Connelly, (Trainer). Insert: William McLaughlan (Assistant Manager) and Hugh Gardiner.

We congratulate P. S. MacGregor on his engagement to Miss Anella Slaughter. The wedding will take place early in 1936.

To 76th Street we extend our thanks for the invitation to their Hallowe'en party. In spite of the party being "all wet", we enjoyed every minute of it. No, they wouldn't let anyone escape bobbing for apples.

Educational Class

APPROXIMATELY one hundred people have registered for the course offered this year by the Bird Club in Effective Business English. The course is given by Professor John Walter Sullivan of Boston University and is held the third Wednesday of each month in Bird Hall.

Requests from a number of people have indicated that there is interest in a Public Speaking class and in a Handicraft class for girls. Classes will be started in these subjects if enough people are interested to make them worthwhile. If you are interested in these, or in other courses, register immediately with E. H. Coleman, Chairman of the Educational Committee.

Proper Treatment of Minor Injuries

MINOR injuries only remain "minor" injuries when they are given proper first aid treatment and the correct care afterwards so that the wound will heal quickly. Two

things are of primary importance in any simple injury:

1. Immediate treatment in the way of forcing out a drop of blood in punctured wounds, prompt removal of splinters, and the application of an antiseptic such as iodine. Use these three simple treatments when necessary, and you will find much less chance of infection.

2. Rest of the injured part, after proper treatment has been given. And a doctor's definition of rest is bandaging, or otherwise protecting the injured part so that it will be moved as little as possible. This is the reason for bulky, bothersome bandages which are often put on arms and fingers for simple wounds. They may be bothersome, but they are very important in helping the cut or gash heal up quickly.

Watch how the nurse always observes these rules, no matter how

slight the injury. Take a leaf out of her book and observe these same rules at home or whenever you treat yourself for a cut or a splinter. There is no need of an infection starting when you know how to prevent it.

With the Soccer Team

By John H. White

So far this season the Bird & Son Soccer team has won four and lost three games, giving us third position in the Boston and District League. We have entered the National Amateur Championship series and have received a by in the draw for the first round. In the Massachusetts State Championship we have also drawn a first round by, and are lucky to have the winners of the Corinthians vs. Andover for our opponents at East Walpole in the second round on December 1.

Games played since the last issue of the *Review* are as follows:

Lynn Riversides—Bird & Son lost 5-0.
Clan McGregor—Bird & Son won 2-1.
Dorchester S. C.—Bird & Son won 2-1.
Quincy Point Club—Bird & Son lost 4-0.
Boston Celtics—Bird & Son lost 2-0.
Somerville—Bird & Son won 2-1.

Total Accidents Now Forty Two for 1935

THREE accidents in September, four in October and two to date (November 15) in November make 1935 appear as one of the worst years in Safety work we have had for a long time.

This disgraceful accident record scarcely needs further comment. Carelessness and inattention caused the majority of these accidents, and the men are now paying the costly



price of losing time from work and causing hardships to their families at the very time of year when their help is most needed.

There is no need for any such record in a company with safety equipment and knowledge such as ours. The experiences of 1935 must not be repeated. Accidents must be stopped in 1936.

Veterans' Service List

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during December and January and of those who complete twenty or more years' service during these months:

DECEMBER

		Years
August Hilderbrandt	12-25-1889 Retired	46
A. R. Jenkins	12-13-1894 Flooring Plant	41
Harry Mann	12- 1-1901 Experimental Engineer	34
Robert Roy	12-27-1905 Roofing Plant	30
Dennis Broderick	12-20-1906 Janitor	29
David Heylin	12-21-1906 Watchman, E. W. Plant	29
J. S. Robertson	12- 7-1908 Traffic	27
Wilbur C. Fay	12- 9-1908 Maintenance	27
Frank Whitehead	12-19-1908 Maintenance	27
R. G. Fulton	12-30-1912 Roofing Plant	23
Joseph D. McGregor	12-16-1915 Roofing Plant	20
Patrick Feeney	12-17-1915 Roofing Plant	20
Victor Makela	12-24-1915 Roofing Plant	20
John Burhoe	12-27-1915 Power & Steam	20
Patrick Daley	12-20-1920 Flooring Plant	15
John Colburn	12- 1-1925 Box Shop	10
C. D. Hurtt	12-14-1925 Roofing Sales	10
Warren Kumbiad	12-28-1925 Roofing Plant	10

CHICAGO

Bryson J. Overholt	12- 5-1913 Office	22
Thomas Henderson	12-14-1894	41
Frank Mello	12-14-1915	20
Adolph Adamonis	12- 8-1920	15

CANADA

G. W. Frazer	12-22-1925 Montreal	10
V. Duranceau	12-20-1915 Montreal	20
L. J. Bill	12-11-1930 Portneuf	5

JANUARY, 1936

		Years
Henri Davenport	1- 1-1898 Assistant Treasurer	38
Carl V. Smith	1- 1-1901 Paper Mill	35
F. W. Welch	1-16-1901 Box Shop	35
Joe Knaus	1-24-1902 Paper Mill	34
May Gardner	1-26-1902 Main Office	34
Daniel Reardon	1- 7-1907 Paper Mill	29
Dennis Lowney	1- 9-1907 Retired	29
B. D. Rogers	1-21-1907 Director of Personnel	29
Panfilo Lacivito	1-12-1912 Roofing Plant	24
H. E. Sawyer, Jr.	1-26-1914 Flooring Sales Mgr. & Pres. Bird & Son Sales Corp.	22
George L. Towle	1- 7-1916 No 2 Box Shop	20
Mary C. Kelleher	1-31-1921 Main Office	15
Nora Feeney	1- 8-1926 No.1 Box Shop	10
John Connelly	1-11-1926 Flooring Plant	10
Clarence Russell	1-11-1926 Flooring Plant	10
Mary Clancy	1-16-1926 Main Office	10
Walter Sword	1-26-1926 Flooring Plant	10
Katherine Collins	1-19-1931 No. 2 Box Shop	5
Agnes Fraser	1-29-1931 No. 1 Box Shop	5
Walter Sword	1-26-1926 Flooring Plant	10

CHICAGO

Edwin Baldwin	1-19-1921 Plant	15
Rexford Salisbury	1- 6-1909	27

CANADA

A. S. Newton	1-29-1921 Hamilton	15
W. A. Robertson	1- 1914 N. Brunswick	22
J. U. Girard	1- 1-1910 Quebec Salesman	26
C. W. Stryker	1- 1-1913 Ontario—Salesman	32

Suggestion Awards

OCTOBER

Classified as showing a saving in Manufacturing Cost and given an award of \$10.00:

Weld Beater Shaft—John Broadley, EMM
Sleeves on Idler Roll to Eliminate Scrap—Ben Cozzi, Chicago
Use Rubber Blanket under Folded Lids—Charles D. Logue, FXR
Strap .016 Liner Wrappers on Skids—Victor Taggart, FXR

Classified as of Intangible Value and given an award of \$5.00 each:

Longer Drive on Brown & Sharpe Grinding Machine—Sigurd Anderson, EMM
Wheels on Scale Stand at FBK—W. Raymond Bearce, FBW
Press and Plate Cleaning Fluid—Leo W. Brunell, FXR
Change Gear Shift on FXRM26—Leo Brunell, FXR
Time Clock Punch Reference Sheets—Leo Brunell, FXR
Method of Lining Position Sheets—Leo Brunell, FXR
New Type Feeder for FXFM24—V. E. Gronroos, FXF
Reverse Crane in FFG—John W. Hogan, FFG
Roller Bearings to Keep Sheet from Breaking—George Hornof, Chicago
Means of Measuring Water at FBPM5 Paint Mixers—Willard Jonah, FBP
Vacuum Breaker—Michael Kelly, FBR
Foot Grip on Horne Reel Clutch Handles—Pat Maguire, FBP
Cover Open Space in Dry Rack Floor—Pat Maguire, FBP
Steps on Side of Horne Reel—Pat Maguire, FBP
Guard Motor at Tube Mill—Francis McMahon, FBW
Cut Openings in Elevators at FBW—Francis McMahon, FBW
Angle Iron to Keep Roll Shaft on Stand—Charles Mutch, FXC
Regrind Atkins Power Saw Blades—E. C. Rafuse, EMS
Rubber Strips for Tractor at FBW—Tony Richardi, FBW
Move Switch for No. 1 Elevator—Herbert Schreiber, Chicago
Guard Over Pulley and Chain—Herbert Schreiber, Chicago
Door in Boiler Room Store Shed—John Silva, DPR

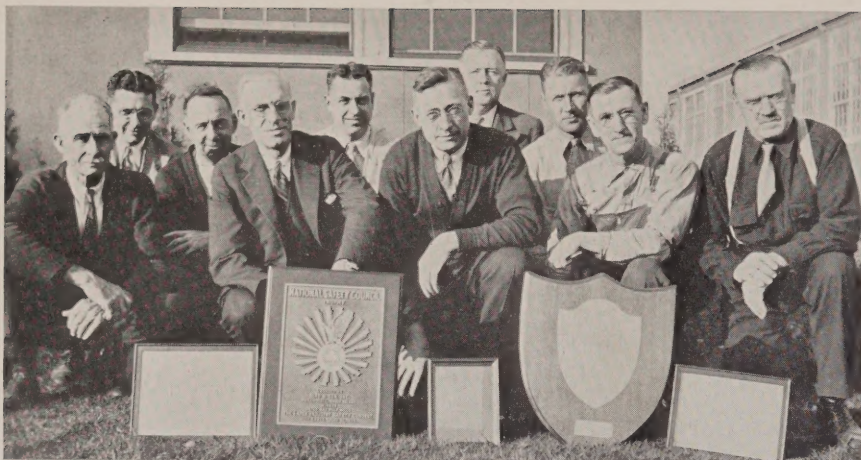
John Broadley, EMM, Leo Brunell, FXR and Patrick Maguire, FBPM5 were awarded \$10.00 for five accepted suggestions.

NOVEMBER

Classified as of Intangible Value and given an award of \$5.00 each:

Belt Guides for Starting Cooler & Kiln at FBK—W. R. Bearce, FBW
Install Gate Under Electric Hoist in Coloring Plant—Anthony Campisano, FBW
Replacement of Slide Under Storage Tanks—Perry Crane, FBW
Guards for Asbestos in Ovens—Harry A. Davis, FFZ
Guard on Dynamo in FBV Battery Room—Guiseppe DeVirgilio, FBX
Special Light Near Gas Pump at FBM—Timothy Dowling, FBZ
Support for Feed Guides on FXRM13—Ernest Field, FXR
Clips to Hold Fibre Pieces at FXRM13 Jogging Table—Ernest Field, FXR
Container for Color—Albert E. Gilmore, PML
Guard Rail on Platform at FBPM5—John Glebus, FBP
Move Horne Reel Friction Belt Brace—Willard R. Jonah, FBP
Extension to Clutch Handle at FBPM5—Willard R. Jonah, FBP
Hand Gas Throttle for Tractor at FBW—Reuben Lipschitz, FBW
New Hooks on Crane at FBPM5—Peter Maduskine, FBE
Cover on Agitator Tank at FBPM1—Peter Maduskine, FBE
Roof Over Bridge at FBW—Charles Malouf, FBW
Four Oil Cups and Four Drop Tubes for FXFM14—Edward McDonald, FXF
New Tool Bench and Place for Ink at FXFM14—Edward McDonald, FXF
Guard Steam Exhaust Trap at FBW—Francis McMahon, FBW
Pipe up Hydraulic Press to Use Two Gauges Interchangeably—Frank Nyborn, PEL
Walkway Back of Saturating Rack—James Quinn, FBM
Slide at Outlet Pipe of No. 5 Lining Chest—Vernon Rafuse, DMP
Relocate Gum Strip Machines at FXC—James Sabatis, FXC
Extend Timber at Foot of Slot Conveyor DMH—Carlo Salvatorelli, DMH
Ladder in No. 3 and No. 5 Hangers—James Sheptycki, FFZ
Platform for Oiler at No. 2 Mill—Jos. Sinkovitch, EML
Better Control of Operator's Numbers at FXR—Augustus Smith, FXR
Guard on Gears at No. 7 Ratchet—James Weir, FBP

W. R. Bearce, FBW, Ernest Field, FXR, Francis McMahon, FBW, and Joseph Sinkovitch, EML were awarded \$10.00 for five accepted suggestions.



Phillipsdale Safety Committee, the Safety Representatives of the plant which won National Honors this year. Left to right: George Hawley, David Lowry, Willie Banks, T. G. Henderson (Supt.) Leslie Howard, Rex Salisbury, Helge Holter, T. B. Maddern, Henry Phelps, and Charles Cyranock. A. H. Chamberlain and William Livingston are also members of the Committee.

Congratulations, Phillipsdale

REX SALISBURY, Charles Anthony and Safety Inspector Frank Fisher journeyed to the Annual National Safety Congress meetings at Louisville, Kentucky in October and brought home with them the coveted trophy awarded in Group D of the Paper Industry Annual National Safety Contest.

Our Phillipsdale plant won this fine trophy this year by working 216,581 man hours without an accident, from July 1, 1934 to June 30, 1935. Our Chicago plant won a similar trophy last year, so this makes two years in succession that national recognition has come to one of our plants. This is a fine record for Phillipsdale and we are proud of them. Their record is still unblemished, as we go to press, giving them now more than 700 calendar days without an accident.

The three company representatives who attended the Louisville Congress reported an interesting set of meetings and an enjoyable trip. Meetings were held from Monday, October 14 through Friday, October 18. Our men visited the Paper and Pulp section meetings. Our award was given at the luncheon, Wednesday noon, the presentation being made by Mr. C. B. Auel, past president of the National Safety Council.

The Phillipsdale representatives report that nearly 7000 delegates attended the sessions, with a total of about 300 speakers. Seventy-three

individual meetings and luncheons were held at three different hotels, taxing the services of the city to the limit.

This is not the first safety award won by Phillipsdale, nor will it be the last. In 1926 and in 1930 the plant received certificates of merit from the National Safety Council for excellent records, and in 1930 was awarded the Jesse H. Metcalf Trophy for the group in a contest conducted by the Providence Safety Council for plants in the vicinity of Providence. Phillipsdale has also been a leader several times in our own Safety contests, and is at present well in the lead, as a challenge to our other plants where safety records have been very poor, generally speaking, during 1935.

It's a fine job, Phillipsdale, and we are proud of you!

Table Tennis

NINE teams are entered in the Bird & Son Table Tennis League and are playing regularly in the tournament which started the last week in October and ends late in March.

Three outside matches have been played up to date, of which two have been won: Scores were as follows:

Fitchburg Y. M. C. A., 7 Bird & Son, 0.
Dedham, 6—Bird & Son, 10.
International Business Machines Corp., 0—Bird & Son, 18.

Men's Bowling League

As the *Review* goes to press, no Bowling team has bowled more than three matches. The statistics to date show the following:

AMERICAN LEAGUE

Team	Per Cent
Combiners.....	1000
Roofing Samples.....	.625
Cost Accounting.....	.500
Granule Plant.....	.500
No. 2 Box Shop.....	.333
Flooring Sales.....	.167
Roofing Machine Shop.....	.126
Maintenance.....	.000

NATIONAL LEAGUE

Shoe Cartons.....	1000
No. 1 Box Shop.....	.833
Print Machines.....	.750
Flooring Plant.....	.667
Boiler Room.....	.625
Paper Machines.....	.500
Flooring Shipping.....	.250
Flooring Machine Shop.....	.083

Girls' Bowling League

TWELVE teams are entered in the Girls' Tournament this year, and are now in full swing. Standings as of November 14 are printed below:

AMERICAN LEAGUE

Team	Won	Lost	Per Cent
Solid Cases.....	12	4	.750
Advertising.....	16	8	.665
Comptometer.....	5	7	.415
Multigraph.....	3	5	.375
Cartridge.....	5	11	.315
Stenographic.....	4	16	.200

NATIONAL LEAGUE

Cost Accounting.....	20	4	.835
Flooring Sales.....	8	4	.665
Ediphone.....	7	5	.585
No. 2 Box Shop.....	2	2	.500
Shoe Cartons.....	2	10	.165
Flower Pots.....	1	8	.111

Acknowledgments

I wish to thank my friends at Bird & Son, inc. for the flowers and the kind expressions of sympathy during my recent bereavement.

Frank W. Fisher.

Gratefully acknowledging and thanking you for the flowers and your kind expressions of sympathy.

The Justynski family.

I wish to thank Bird & Son, inc. and the fellow workers of the late Joseph Perry for the beautiful flowers and comforting expressions of sympathy during my recent bereavement.

Mrs. Joseph Perry.

We wish to thank all our friends at Bird & Son for the flowers and kind expressions of sympathy during our recent bereavement.

Mr. and Mrs. C. D. Hurtt.

I wish to thank my friends at Bird & Son for their beautiful floral tributes and kind expressions of sympathy during my recent bereavement.

John J. Spillane.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

NEPONSET Twins Thick Butt	Special 3 in 1 Thick Butt	3 in 1 Thick Butt
NEPONSET Double Twins	American Double Twins	Super 3 in 1 Thick Butt
Loc-Set	Hex-Twins	Individuals
Custom Built	Lock-Butt	Giant Individuals
Art Wall Siding	Bric-craft Siding	BIRD Insulated Bric-Siding
	Weather-Tex Siding	Art-Bric Siding

BIRD Roll Roofing

Paroid	Art-Hex	Mineral Surfaced	American Ready	Old Reliable
Universal	Mineralite	Banner	Waterdyke	Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black	Saturated and Coated	Super Sheathing	Economy
Refrigerator Insulating	Reenforced Kraft Paper	Duplex Kraft	

BIRD Wall Board

NEPONSET Board	American Board
SUPER-NEPONSET Board, Tile Design	American Board, Green One Side

BIRD Specialties

BIRD Insulating Board and Lath (Laminated)	BIRD Building Board		
Rubberlike Matting			
BIRD Built-up Roof Materials	BIRD Deadening Felt	Tarred Felt	Asphalt Felt
Plastic Cement	Roof Coating		

Flooring Division

BIRD NEPONSET Rugs	BIRD NEPONSET Floor Coverings	
Economy Rugs	BIRD NEPONSET Rug Border	
	Economy Floor Coverings	Economy Hall Runner
	BIRD NEPONSET Hall Runner	
BIRD Lining Felt	BIRD Saturated Felt	BIRD Duracork Floor Covering
BIRD Duracork Hall Runner		Rubberlike Matting

Box Division

Solid Fibre and Corrugated Fibre Shipping Cases	Wood Frame Fibre Shipping Cases
Textile Boards	

Carton Division

BIRD Shoe Cartons	NEPONSET Waterproof Paper Flower Pots	
Tack and Screw Boxes	Plant Bands	Plant Boxes

Special Paper Division

Index Pressboard	Rocket Paper
Dry and Waterproof Felt Papers for Special Purposes	
Industrial Filter Paper	



{List of Bird Products on Inside Back Cover}

